

## HEALTH, SAFETY AND ENVIRONMENT POLICY

In line with its purpose of building a confident future, its corporate responsibility policy and its commitment to the United Nations Global Compact, Thales reaffirms its commitment towards health and safety of its employees and to the environmental performance of its activities, as part of an ambitious proactive policy based on continuous improvement. Specifically, the Group's objectives are the following:

- providing a working environment that ensures the safety, health and well-being of its own employees and of staff working at its facilities and on external worksites under its responsibility
- conserving the environment by limiting the impacts of its activities, particularly in terms of energy use, mobility, natural resources, climate and biodiversity, while preventing risks of pollution and improving resilience to climate change
- designing, purchasing, manufacturing and supplying eco-designed solutions, products and services that meet health, safety and environmental protection standards

In practical terms, Thales implements in this regard a policy aimed at:

- communicating continuously to promote a culture of health, safety and environmental protection, and regularly taking steps to raise awareness of these issues among its employees and other stakeholders
- identifying and anticipating current and future issues
- characterising, preventing and controlling health, safety and environmental risks and impacts, while adjusting its practices to each type of activity
- cultivating a spirit of responsible innovation driven by the engagement of its employees, its technologies, and its engineering expertise applied to environmental protection and the effort to adapt to climate change
- participating in national and international programmes to improve knowledge of the environment and promote environmental conservation
- applying its policy to its supply chain
- assessing, monitoring and improving performance through processes and audits.

As part of this policy, Thales entities are developing cultural characteristics and working practices that are coherent with the Group's vision and meet its requirements in terms of compliance with regulations and prevention and management of health, safety and environmental risks. To achieve these objectives, the entities encourage their employees, partners and suppliers to become involved both collectively and individually. They maintain long-term relationships with customers and other stakeholders in order to understand and anticipate issues that may arise in the future.

By setting clear objectives, implementing action plans across the Group's job families and organisations and accommodating specific local and national requirements, Thales and its employees demonstrate their commitment to a policy of continuous improvement framed by its medium and long-term vision. In addition, performance is measured on a regular basis.



**Patrice Caine**

Chairman & Chief Executive Officer

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