



HEALTH & SAFETY POLICY

DIAM GROUP

#RetailBeauty
Since 1973



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DIAM's first responsibility, even before serving clients, is to cause no harm to the health and safety of all the people who live nearby, visit, work in our offices and production sites or who work at our client's sites, nor to the customers who use our products and services.

We materialize this responsibility by aiming at zero accident in the Group and by implementing all the necessary trainings and good practices to reach this goal. Specifically, we target a Group accident loss-time frequency rate below 5, much below sector averages. In addition, we target to always deliver products and services that are safe for customers and compliant with the regulatory and customer protection norms for which our solutions are designed.

To reach these demanding objectives, the involvement of every employee up to the top management is key. This means implementing and continuously improving a safety culture, safety reflexes by which each of us is responsible for its own safety and that of the others.

In link with our CSR policy, DIAM has enforced a continuous improvement system both at Group level and at the level of each industrial site. Such a system roots on a mix of empowerment of people, starting with management and the exemplarity they are expected to lead with, and on a series of tools, rules and standards that start with compliance with legal requirement and are either resources for or demands to the sites and people. Periodical management reviews and visits, and internal audits, are enforced to verify and improve the implementation of these behaviors and rules.

Every person working for DIAM, or visiting a DIAM site, must commit to comply with the Group and site-specific safety rules.

“SAFETY FIRST” applies to all, anytime, anywhere.

Specifically, enforcing and continuously improving our safety culture is the result of each site:

- Having site-specific safety rules clearly visible on the premises.
- Dedication of the necessary resources to a safe work environment, be it human, technical or financial.
- Having a clear responsibility chain for safety, compliant with Group Safety Responsibility Charter and ultimately being in the hands of the site manager.
- Having an identified person with enough time, know-how and power to coordinate -and often directly enforce- the multiple safety actions needed.
- Having a legally compliant industrial setting and machines stock, with the necessary working protections, procedures, checks, and usage restrictions.
- Raising awareness and know-how, and empowering workers and managers through adapted trainings and management acts and rules.
- Animating the safety culture among employees and regularly communicating on goals, expectations and performances. Celebrating successes and communicating on improvement needs.
- Having an efficient safety incidents reporting system and the capacity to conduct root-cause analyses and act on their findings to correct causes.
- Having HR policies, job descriptions and evaluations that systematically incorporate safety aspects.
- Submitting to internal or client audits at least every 18 months

To do so, people are the key. Delivering on this policy is the responsibility of the entire company, from the top management to every employee.

BU DIRECTOR	SITE MANAGER	DIAM CEO Françoise Raoul Duval	GROUP CSR DIRECTOR Mathieu Parfait
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DIAM HEALTH AND SAFETY RESPONSIBILITY CHARTER

DIAM wants to provide a safe and healthy working environment.

We aim for "zero accidents", and we target a loss-time accident frequency rate below 5.

1. Safety is in the hands of EVERYONE in DIAM.

All sites and functions (including non-production ones) have a role to play on safety.

A small, central and BU-level safety coordination is primarily there to facilitate action and sharing.

2. Responsibility ultimately reaches from site MANAGEMENT up to EXCOM to lead by example and enforce the necessary behavior, resources and rules to put safety first.

Management demonstrates and expects high operating discipline, creates a safety-minded climate of team-work, trust, best-practice sharing and transparency.

3. Site DIRECTORS are responsible for the health and safety of employees, agency workers, subcontractors and visitors to their site.

They enforce a few, carefully chosen site-specific safety rules that apply to all at any time.

They ensure that work procedures and safety rules take into account up-to-date risks assessments and best practices, are communicated, understood and applied by all (workers, visitors and subcontractors). Regular presence on the shop-floor, real safety dialogues, and internal "safety tours" are means to achieve this.

4. Site DIRECTORS ensure good understanding and application of safe work procedures on site.

They ensure the implementation of safety trainings, especially for new tasks or new workers, check and can prove that all staff (including interim workers) have been trained to safely do their work.

5. Site DIRECTORS enforce a continuous improvement system in their site, including risks assessments, actions and goals setting, and regular formal reviews of progress.

6. EMPLOYEES respect the Group, site and workstations safety rules.

They use the provided protective equipment required for each task, check that their workstations display the appropriate safety procedures and risks warnings, and check that safeties properly work. Failure to comply with safety rules may have consequences.

7. EMPLOYEES take care of their safety and that of their colleagues.

Constructive dialogue regarding safety is welcome and helps everyone to improve.

8. In case of danger, ANY EMPLOYEE is entitled to inform their colleagues or line manager and, if needed, to directly stop or to request to stop a bad practice or machine.

9. Attention to health and safety goes beyond DIAM sites.

The products we design or manufacture must not endanger the health or safety of end-customers or of anyone else in the supply chain.

10. All accidents and incidents must be reported and analyzed, so that the root-causes are identified and shared, and corrective actions are implemented.

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