

## HSE POLICY

Further to its strict compliance with the legal and regulatory measures, Sonema is aware that a high level of company performance and responsibility in the sectors of Health, Safety and Work conditions is, and must be an integral part of corporate policy, contributing to its economic performance. This performance is reflected by a prevention plan and by the upkeep, protection and improvement of health, safety and environmental conditions (HSE) of the employees, and also those of its sub-contractors.

Sonema ensures the safety of all parties involved in our activities through the identification, evaluation and management of risks. Therefore, any work-place accident is considered to be a counter-performance and leads to a structured analysis to reduce the severity and frequency of this type of situation.

Sonema participates in efforts to save the environment by putting into place a waste reduction strategy for its operations and informing its clients and contacts about this strategy.

Sonema respects all relevant local and national regulatory HSE requirements on the sites where it operates.

Sonema is working to create an HSE culture for all and encourages its employees to be responsible for themselves. This allows staff to work in a safe, healthy environment.

This culture allows the HSE structure to be included in decision making as well as in the management of different activities.

The company would like to encourage its clients and partners to follow the Health, Safety and Environmental protection rules and to consider their implementation as an indicator of appreciation of these same rules.

Defining concrete goals and implementing an action plan attest to the company's desire to continually improve the established system. In order to achieve this, results will be regularly measured by way of monitoring and will be made available to anyone who wishes to consult them.

Managers are responsible for implementing the HSE policy within their department. The management team must set a good example through their actions in Health and Safety measures and Environmental protection

As a result, the directors, management, and Sonema staff are familiar with and apply this policy on a day to day basis, at all levels and on all sites.

Monaco, the 1st September 2015



Gilles Datrier

Managing Director



Bernard Delorme

President