



Quality, Health, Safety & Environment Policy

2021 has allowed us to start a shift that we will continue. Our development will be achieved through the recruitment of consultants and Practice Managers for our key areas of expertise and the development of our employees skills around our **AUGMENTED** (Embedded, Connectivity) & **Data Solutions** (Data, Cloud, Cybersecurity...) offer.

The change in direction taken by the Group is perfectly in line with the transformations in the industry, which represent a huge potential for growth. The world of industry has been shaken up by the arrival of new players, and the value chains have been redistributed with the emergence of the activities on which we are positioned today.

Our **dynamic and constant** growth has enabled us to develop our activities in France over the years, but also **internationally**: Belgium, Germany, the Netherlands, Sweden, Italy, Spain and China. This broad geographical presence offers our consultants a **various opportunities** in different sectors and with customers from all over the world.

Our **AUGMENTED** offer is based on **3 solutions** that allow us to respond in a relevant and efficient way to our customers' requests but above all to anticipate them.

- ✓ Augmented Product Solutions: Development of controlled and connected systems.
- ✓ Augmented Factory Solutions: Development of intelligent and connected production and industrialization systems.
- ✓ Augmented Data Solutions: Digital transformation through the development of intelligent and secure information systems and data collection and analysis systems.

We are convinced that excellence in Quality, Health, Safety & Environment is essential to the achievement of our strategic objectives. The risks & opportunities analysis of the MCA Group's activities reveals **8 main challenges** on which **our integrated management system** is based:

- 1- *The satisfaction of our customers;*
- 2- *The retention of our employees;*
- 3- *Support for our sales teams and consultants on new technologies;*
- 4- *Promoting the HSE culture within the Group at all levels;*
- 5- *Safe and healthy working conditions for our employees;*
- 6- *Continuing the group's digital transformation;*
- 7- *Implementing a CSR approach ;*
- 8- *Compliance with legal & contractual requirements, those of our customers and partners.*

Our Quality, Health, Safety and Environment system evolves in a permanent logic of continuous improvement and extends to all the processes of the Group MCA.

ISO 9001:2015 certified, we are committed to:

- ✓ Developing a quality culture based on raising employee awareness and capitalizing on experience feedback;
- ✓ Proposing a range of services adapted to the needs of our customers;
- ✓ Ensuring regular monitoring of our services through local operational management;
- ✓ Periodically measuring the satisfaction of our customers and consultants, collecting and anticipating their needs and expectations;
- ✓ Analyzing and controlling the risks of failure through contract reviews, service monitoring, internal audits and supplier evaluations;
- ✓ Managing our projects according to International standards;
- ✓ Carrying out regulatory monitoring of our customers' quality requirements;
- ✓ Pursuing and bringing action plans to life at all levels.

ISO 45001:2018 certified, we are committed to:

- ✓ Developing a health and safety culture based on risk awareness and control, feedback from the field and the implementation of individual HSE objectives;
- ✓ Identifying, analyzing and reducing the major risks to which our employees are exposed;
- ✓ Maintaining working conditions that control risks, prevent work-related injuries and illnesses, and reach the annual health and safety targets;
- ✓ Providing a working environment in which our employees are satisfied;
- ✓ Developing communication and consulting employees in the implementation of improvement actions;
- ✓ Raising awareness and training all employees, including temporary workers, about the risks involved in their jobs;
- ✓ Working with our subcontractors and suppliers to work safely and have zero accidents;
- ✓ Assessing our compliance with HSE regulations; implementing and enforcing the necessary action plans.

As a member of the UN Global Compact since 2014 and concerned about our environmental impact, we are committed to:

- ✓ Measuring our environmental impact;
- ✓ Deploying our sustainable purchasing policy at all levels within the Group;
- ✓ Promoting ecomobility within the Group;
- ✓ Pursuing the Group's digital transformation in a sustainable approach;
- ✓ Making all employees aware of good practices in their daily behavior through targeted information and actions;
- ✓ Contributing to the environmental performance of our customers (engineering solutions, eco-design, etc.) ;
- ✓ Respecting and applying the waste sorting rules applicable on our customers' sites.

To strengthen its commitment to Health, Safety and the Environment, MCA INGENIERIE is also certified MASE (Manual for the Improvement of Company Safety) and QUALIANOR in Radioprotection.

Our policy is communicated within the Group, available to our stakeholders and kept up to date. Measurable objectives are defined and reviewed annually.

In order to carry out our integrated policy, we are committed to providing the company with adequate human, technical and financial resources. We therefore ask our QHSE Director, the process managers and all MCA employees to get involved in the group's continuous improvement process.

We are counting on each and every one of you to understand, collaborate and respect Our Policy. It is by following this path that we will be able to create a dynamic of progress together and work more efficiently and safely.

At Levallois-Perret, 1st February 2022

Pierre HUMBERT
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'P. Humbert', is written over a horizontal line. The signature is stylized and fluid.