

The safety and wellness of our employees, the satisfaction of our customers, reducing our carbon footprint and implementing a profitable growth of the company are at the center of our concerns.

In this context, Aginode affirms its desire to implement this policy through a management system comprising:

- A process approach including periodic performance reviews.
- Implement a hazard elimination and risk reduction approach.
- Meet legal and regulatory QSE requirements.
- A process of continuous improvement of our performance.
- A commitment to environmental protection and pollution prevention.
- Involve our staff through their active participation in our development projects.

Our top-level objective is to deploy the strategic plan #smartconnection & continuously improve our performances.

To meet this objective, we:

- Openly **listen to our customers** to understand their expectations especially in new territories.
- Provide our customers with **quality, reliability, reactivity, and competitiveness**.
- Measure through KPIs how we are **performing**, to support our goals and objectives.
- Involve all **employees** in the continuous improvement initiatives by listening feedback and empowering local initiatives.

The priorities are associated with the following axes:

- Make our **workplaces safer** and ensuring our **employee wellness**.
- **To build** an efficient stand-alone and independent group organization on the whole value chain
- **To lean** our processes to encourage personal initiatives, promote creativity and gain agility
- **To grow** our activity by
 - Continuously improving the **quality** of our products and of our service to customers.
 - **Developing** our customer and product portfolio on new territories and applications.
 - Ensuring a sustained **competitiveness** of our offer, tackling the cost inflation of resources.
 - Limiting the **carbon footprint** and **environmental impacts** of all activities.

Each of these major areas is deployed through objectives and action plans in each of the company's key processes. A follow-up and a review of the performances achieved are carried out periodically to assess the effectiveness of the Integrated Management System and thus seek to improve it. The objectives are reviewed there if necessary.

In this process, the QSE function plays an essential role by setting up and adapting management tools. I therefore give the missions to the QSE Manager to adapt the management system to the needs of the company, while respecting in particular the requirements of the ISO standards, but also customer and regulatory requirements; ensure the proper application of the provisions of the management system; seek permanent improvement in its efficiency.

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