QH2SER POLICY AND MANAGEMENT COMMITMENTS

Since 1982, IOTA has continually developed its services in order to better meet the expectations of its customers and the evolution of its markets.

IOTA puts at the top of its priorities :
1. The health and safety of its staff.
2. Promoting a safety culture in business.
3. Maintaining a high level of radiation protection.
4. Protection of the environment by reducing the impacts linked to its activity.
5. The fight against all forms of fraud or corruption by acting ethically while respecting its values.
6. The satisfaction and trust of its customers.
7. The development of the skills of its employees.
8. Prevention of any discrimination, coercion, or harassment within the Group.
9. Listen to your customers, employees, partners, and suppliers.

IOTA relies on its Integrated Management System based on ISO 9001, ISO 14001, ISO 19443, ISO 45001, UTO and CEFRI "E" requirements to achieve its goals.
The general objective is to ensure quality services in compliance with current standards and legislation. In terms of occupational health and safety, the overall objective is to reduce workplace accidents in order to achieve zero accidents.
A certain number of risks are identified, analyzed and evaluated to establish a ranking in order of priority according to their seriousness, their frequency and their control.
Particular emphasis is placed on the assessment of conformity and on the actions to be implemented on our clients' sites where our employees work.

Given the particular nature of our profession, IOTA's daily commitments are :

Quality :
- Strengthen and boost our involvement in the efficiency of our Integrated Management System through the development of new tools in order to best support our teams in accomplishing their missions.
- Maintain a high level of quality performance with the 2015 version of ISO 9001 in order to consolidate our position in the world of technical assistance.
- Limit the consequences of events that could affect process capacity, trace our results and analyze their causes to assert our risk control.
- Make communication a priority in our internal/external exchanges in order to ensure the reliability and integration of our information.
- Promote a climate of trust and exchange with Customers and Employees.

Occupational Health & Safety :
- Promote a culture of risk prevention of accidents/incidents/occupational illnesses.
- Make emergency situation management a priority in order to promote an attitude based on shared vigilance through various simulations and exercises.
- Provide safe and healthy working conditions for the prevention of trauma and pathologies.
- Meet legal and other (customer) requirements.
- Eliminate hazards and reduce risks to Health and Safety at Work, including risks linked to arduous factors.
- Continuously improve the Occupational Health/Safety Management System.
- Implement consultation and participation of workers and worker representatives.
- Support the establishment of Health/Safety committees and their operation.

- Provide appropriate training to our staff based on the risks associated with their workstation and provide Collective and Individual Protective Equipment adapted to different work situations.
- Provide our customers with the necessary confidence in controlling our subcontracting chain through close monitoring and the qualification of our partners.
- Use already trained personnel as much as possible.
- Provide all visitors with support and a welcome to establish a climate of kindness and security.

Nuclear Safety :
- Guarantee a balanced, rigorous, and prudent approach to our decisions in terms of quality, costs and deadlines so that nuclear safety is not compromised over any other priority.
- Raise staff awareness of a company safety culture by:
  - The integration of stakeholder reliability practices via the pre-job briefing, the one-minute stop, self-monitoring, cross-checking, secure communication, debriefing.
  - Adherence to the fundamental functions of nuclear safety making it possible to guarantee the integrity of the three barriers for the protection of people and the environment against ionizing radiation.
  - The individual development of security professionalism combining a questioning attitude on risky acts, behaviors and conditions, a rigorous and prudent approach as well as effective communication.
  - Prevent and limit risks for the protection of interests.
- Continuously evaluate and improve the level of security of the services provided and guarantee the use of adequate documented information.
- Analyze and control security risks by monitoring our services via site audits.
- Communicate any problem or discrepancy in complete transparency internally and externally to all stakeholders, as well as report any problem linked to the human factor.
- Encourage feedback and sharing of experience.
- Provide the company with the means and resources necessary to implement this policy and guarantee the safety of our interventions.

Environment :
- Prevent environmental impacts through planned actions: training, talks, staff awareness, selective sorting, and recycling.
- Analyze the context in which our organization operates in order to guarantee consistency with our Environmental Management System.
- Evaluate the importance of key environmental aspects on the life cycle of our projects.
- Strengthen dialogue with interested parties and define their expectations.
- Actively participate in reducing our carbon emissions in line with the Sustainable Development Goals for 2030.
- Renew our environmental actions within the framework of the 2015 version of ISO 14001 to better disseminate the importance of environmental awareness in our clients' projects.

Corporate Social Responsibility :
- Promote the well-being of our employees.
- Respect the individual, their dignity, and their fundamental rights.
- Prevent all forms of discrimination and promote equal opportunities.
- Protect personal data.
- Contribute to the creation of long-term employment and contribute to socio-economic development in our geographic sector.
- Create the conditions for social dialogue in all its forms.
- Ensure a fair remuneration system.
- Limit pollution and nuisances of all types as much as possible.
- Prevent any act of active or passive corruption.

- Guarantee the conditions for fair competition.
- Evaluate the CSR conduct of our suppliers.
- Ensure gender equity within society.
- Promote responsible purchasing.

Radiation protection :
- Comply with current radiation protection regulations and the requirements of the CEFRI (E) specification.
- Keep ionizing radiation exposures of IOTA personnel as low as possible.
- Prevent the risks of exposure to ionizing radiation.
- Continuously improve our performance in terms of radiation protection.

With this in mind, Management is committed to using its feedback to analyze the situations encountered and take them into account in its management system.

IOTA encourages all Group employees to adopt and apply this policy in compliance with QH2SER instructions because EACH WORKER IS RESPONSIBLE FOR THEIR SAFETY AND THAT OF OTHERS.

This policy is reviewed annually by General Management. It is also available in the QHSE Manual and on the IOTA website.

Mies, December 1, 2023.
Thierry CUSIN
CEO