

HSE



Environment, Health & Safety Charter

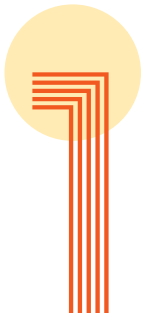


www.tdf.fr



Relier partout, plus vite

TDF confirms commitments to safety, health, quality of work life and the environment, underpinned by the ten principles explained below.



TDF puts safety, security, health, quality of life at work, environmental preservation, customer satisfaction and close relations with all stakeholders at the top of its priorities. The company adheres to a code of conduct designed to eliminate all high-risk events..



When carrying out their duties, our staff must be aware of their role, personal responsibility and follow procedures to the letter to prevent accidents, protect health and the environment, service quality and take customer expectations into account. This is part of every employee's annual appraisal, including manager and director objectives in particular.



We comply with all applicable laws and regulations everywhere we operate and even add specific requirements and pledges if necessary. When taking on new recruits, we commit to the principles of anti-discrimination and gender equality, while striving to make our people more aware of integrating disabled workers.

We intend to promote sustainable jobs for young people (via sandwich courses, training and PhD theses), as well as passing down vital knowledge and skills in-house by encouraging older and younger people to work together.



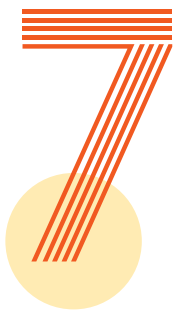
We ensure the manufacturing and sales partners we choose can apply policies regarding safety, security, health, work and environmental conditions equivalent to our own.



We promote our corporate culture to all staff focusing primarily on professionalism, thoroughness, strict compliance with rules, skills management, feedback and ongoing learning. We urge staff to report unusual situations and analyze accidents, near-misses and incidents. This requires all our people to be involved and vigilant.



TDF controls risks via EH&S management procedures similar to ISO 45001 and ISO 14001 safety and environmental management standards, founded on continuous improvement. There are specific periodic evaluations for each division which measure the results of progress objectives linked to an annual prevention plan.



We carry out periodic checks and audits to measure risks in terms of safety, security, health, environment and quality of life at work, which may lead to amendments to our EH&S and /or security policies and may trigger risk control corrective action.



We have a constructive EH&S attitude of transparency and talking to stakeholders and third parties. We feel particularly concerned by safety, health and environmental conservation for all. We make our EH&S pledges on behalf of our employees, our

suppliers, our customers and their suppliers working at our sites, TDF site surrounding inhabitants as well as our site environment..



We develop new businesses and services by factoring risk prevention right from the design stage so as to be the best both in terms of EH&S and financial results. We ensure every development project and product launch undergoes risk evaluation throughout its life cycle.

TDF shares best practices with customers and suppliers. We contribute to work carried out by the HumApp telecoms branch as an active member of the Health at Work and Risk Prevention commission.

We ensure expert scientific oversight regarding exposure to electromagnetic fields. We also offer our reputed technical skills to the national and European authorities by actively participating in writing new standards. We are an active member of the SFRP (Société Française de radio Protection) to promote protection against non-ionizing radiation and foster talks between specialists and non-specialists.



TDF consistently ensures environmental preservation pursuant to the global sustainable development movement and undertakes to comply with the 10 UN Global Compact principles.

A handwritten signature in blue ink, appearing to read 'Olivier Huart'.

Olivier Huart
Chief Executive Officer



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155 bis avenue Pierre Brosselette
92541 Montrouge cedex
France
Tél : 01 55 95 10 00

