



HEALTH & SAFETY POLICY

For **IMDC** health and safety are a top priority. Accordingly, IMDC's management is firmly committed to **helping employees to take responsibility** for their own health and safety and that of those around them. Consultation and participation of our employees is considered as a key element in this process.

We have three key objectives:

1. **Maintain the integrity of persons and goods** and ensure that our work and activities are carried out with respect for safety and for people's physical and mental health.
2. **Give priority to quality of life at work** by ensuring every employee enjoys the best possible working conditions at the offices and on sites via the prevention of risk factors linked to physical, chemical or biological agents, musculoskeletal disorders (MSDs), and the fatigue caused by certain work situations, work-related travel, and psychosocial problems.
3. **Incorporate our know-how into facilities' design** in order to reduce risks to health and personal safety and improve industrial safety.

To meet these challenges, **IMDC** requires its managers and all its employees to:

- set a good example for others
- eliminate hazards, evaluate and reduce OH&S risks and take them into account in every decision-making process
- initiate clear and transparent communication at all levels
- respect legal requirements as well as other requirements like e.g. internal rules and procedures on health and safety, in particular the Life-Saving Rules set out by ENGIE
- provide the same level of health and safety protection and prevention for all our workers
- develop their skills with a view to preventing and addressing hazardous situations
- methodically analyse malfunctions, accidents and near-accidents, so as to positively adjust the prevention chain and procedures for safety at work
- improve the development and monitoring of project safety, incorporating human and organizational factors.

This health & safety policy has the overall objective of "Achieving Excellence across all our activities, by measuring and continuously improving our performance".



Annelies Bolle
General Manager