

Environment Health & Safety Policy

04-2026



Our Environment, Health and Safety (EHS) Policy defines our commitment to providing a safe, healthy, and environmentally friendly workplace wherever we operate.

As expressed by our Chief Executive Officer, Martin Sion, in our Sustainability and Corporate Social Responsibility Policy, our **commitment** is to manage our operations in a responsible way ensuring the safety and wellbeing of our employees and contractors.

Our Management Teams, take their EHS responsibilities seriously and lead by example in all that they do. We continually focus on identifying, eliminating, or reducing to an acceptable level, risks associated with our business activities (including all the product line activities, solutions, logistics and Merger & Acquisitions operations).

With our employees and contractors, we continually look for ways to upskill them to provide them with the knowledge they require to carry out their day-to-day activities in a safe and sustainable manner and to ensure accountability.

With our values, Agile, Inclusive and Responsible, also known as 'AIR', we are focusing on the ever-evolving challenge of climate change for ourselves and our stakeholders; we do this by reinforcing our strategy in favour of **green energies**, and by leveraging our EHS culture within our organisation.

Maria Griffin
VP EHS

Our Ambition

- **Zero accidents and incidents** with focus on preventive actions; supported by our Alstom Zero Deviation Plan (AZDP).
- **Zero Environmental damage**, prevent pollution, endlessly reduce the environmental impact of our activities in line with our energy saving plans, biodiversity and waste management strategies; and to work sustainably toward continuous improvement and innovation.
- **Continue to improve our employees' and contractors' Health and Wellbeing**; create a positive culture and attractive workplace that fosters and develops work health, and wellbeing for our employees and contractors and promote social, mental and health factors.

Our EHS Strategy

- **EHS Performance:**
 - EHS performance is a value and condition of us doing business by driving continual improvement of EHS Performance through 'SMART' Objectives and Targets (Specific, Measurable, Achievable, Realistic & Timely).
- **Valuable EHS Management System:**
 - To ensure compliance with EHS standards, regulations, and other requirements, and jointly with our Eco-design Policy, EHS risks are assessed, and proactive measures implemented for the prevention of accidents, incidents, occupational diseases and to continuously improve/learn through return of experience.
- **Stakeholders Engagement:**
 - Continue to focus on our EHS culture through active leadership, participation, and consultation of our stakeholders and especially our employees, and / or their representatives.
- **Organisation & People:**
 - Continue to ensure EHS competencies and trainings for all levels of organisation and promote local competent and shared EHS professionals supported by region, product line and function expertise.

This policy is reviewed periodically and communicated to all concerned.