



EHS POLICY

Ceva

Ceva has adopted a new purpose based on three key pillars: **One Ceva, One Health, One Planet**. This is driven by strong values - passion for customers and animals, entrepreneurial spirit, innovation and solidarity- **which drive each of us within the company**. In this context, the way we carry out our daily activities is fundamental. Protecting employees, taking care of their health and protecting the environment are therefore at the heart of our missions.

This translates into concrete actions that concern each one of us, whatever our role is within the company. In this sense, the **Health, Safety and Environmental policy** provides a framework that applies to our daily activities and it is part of our **increasingly responsible** business strategy.

Occupational Health and **safety**, as well as protection of the **environment** are, more than ever, **a requirement and require a change in paradigm**. This is the reason why Ceva has decided to demonstrate its commitment via this EHS policy in order to put these topics at the heart of our practices.

This policy is fully integrated into the group's **CSR approach** and is deployed in a concrete manner in the **EHS roadmap** (available on One Ceva), also deployed on each campus, under the responsibility of the Campus Heads and EHS Managers who thus demonstrate their **leadership and their commitment**.

The proper implementation and the success of this approach requires **everyone's involvement**.

OUR EHS APPROACH IS BASED ON FOUR STRATEGIC PILLARS:

GOVERNANCE

- Definition of **Ceva EHS rules**
- Deployment of **strategic objectives**
- Employees training **to develop skills**
- **Development** and **industrialization** processes improvement

SAFETY

- Detection and resolution of **unsafe conditions**
- Reduction of the **accident rate** through targeted action plans
- Reduction of **risks related to sites** activities

OCCUPATIONAL HEALTH

- Prevention of **risks and professional diseases**
- **Integration of ergonomics** in each project
- **Adaptation of workstations** depending on the employee's situation (injured or weakened)

ENVIRONMENT

- Reduction of **energy consumption**
- Development of **green energies**
- **Monitoring** our consumption (water, energy)
- Control of our **waste management**

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