

« Health, Safety and the quality of work life (QWL) for our colleagues are at the heart of our strategy and of our CSR commitments. »  
 Thierry Blandinières, CEO

## OUR GOAL

INVIVO GROUP COMMITS TO **REDUCE THE ACCIDENT FREQUENCY RATE BY 50% IN FRANCE AND INTERNATIONALLY BY JULY 2027.**

### 1 OUR AMBITION

To be a major player with the volunty to reach the « 0 accident and injury » target, and to be among the best in our business sectors ; by combining economic, environmental and social performances.



### 2 OUR CONVICTIONS

1. **Safety is everyone's business.**
2. **All accidents and occupational diseases can be avoid.**
3. Safety and QWL management is a **hierarchical responsibility.**
4. **Training, involvement and participation of all employees are vital** to reach the excellence in health, safety and quality of work life.
5. People health and safety require **exemplarity and a constant concern of others** to prevent accident and occupational diseases.
6. **The excellence** in term of health, safety, quality of work life is source of performance in all areas of the company.



### 3 OUR COMMITMENTS

- ✓ **Involve each of us to progress all together, in the field of health, safety and quality of work life.**  
 On the strength of our convictions, we are committed, at all levels of the organization through a process of dialogue to build appropriate action plans to each businesses of our Group.
- ✓ **Develop our culture and our performance**  
 We manage our approach by developing a culture of health and safety prevention based on the managerial involvement and the leadership. This program is part of a continuous improvement and co-construction process lead by the board and the managers with the set of employees. We adapt the humans and financial means to the challenges, by taking care particularly about the training, and new employees' induction.
- ✓ **Commit, lead and communicate**  
 Directors and managers, at Group level and in each businesses are committed to carry out the « All Safe Together » program and animate its execution with courage and exemplarity. In this context, InVivo Golden Rules are available and adapted to the specificities of each activity. They're part of our DNA and must be adopted by everyone.

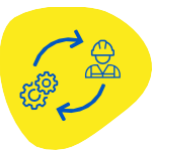


### 4 A PREVENTION PROGRAM

A mensual Safety Steering Committee lead the program based on common indicators on one hand and specifics to all businesses on another hand. Annual interviews and the induction program of new employees include a health, safety and quality of work life item.

#### 6 ESSENTIAL TOOLS ARE DEPLOYED THROUGH INVIVO GROUP

- ✓ **The risks assessment**
- ✓ **Occupational accidents analysis and relative action plans, risky situations with high potential for seriousness and fires**
- ✓ **Safety visits**
- ✓ **Communication and site rituals**
- ✓ **Safety audits**
- ✓ **Annual action plans**



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 Chief Executive Officer (CEO)

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 Chief Executive Officer in charge of Finance, IT, Legal and M&A

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