

Leadership Policy	Sécheron Hasler Group		P. 1 / 1
	Owner of shared proc.	Date	Vers.
5.2.3 & 5.2.4 QEHS policy	5.2.3 & 5.2.4	28.03.18	11

As part of its policy, The group is listening continuously the market (technological surveillance, monitoring of legal requirements), in order to anticipate market needs. The Group has the goal to provide to its customers products and services that are aligned with the needs in terms of performance, reliability, quality and environment. All this respecting price and delay constrains.

Our mission is to develop, to produce and to put in sales competitive and reliable electro mechanic and electronic products for railways traction systems. Our production encompasses components for traction and DC substation

Our group strategy is reviewed annually on three levels:

- During the strategical review, we are analyzing main trends of the market and challengers, in order to produce a SWOT analysis and draw goals for future.
- In the mid-term plan, we define top-down Business Plan. This one describes our main qualitative and quantitative objectives, financial plans, product and market (or purchase) development, and hypothesis to set plans.
- Top management annual review, we define QEHS goals in short, mid, and long term. All this conform to company policy and to our commitment in term of continuous improvement. We are providing resources and operating these goals using QEHS program.

All efforts made during different phases of development of products, conception, provision, control, sales and related services, focus on satisfaction of customer's needs, and QEHS requirements.

Group Management System, based on standard ISO/TS 22163, ISO 9001 :2015, ISO 14001 : 2004, OHSAS 18001 :2007 and ISO 17025 norms, evolves with the development of the company.

Continuous improvement of Management System, its rigorous application by executives, guarantees the development, the production and sales of products that conform to customer requirements. This is also must-do for the company, as well as a factor of success.

This evolution is followed continuously using information systems and is traduced affirmatively in financial control panel. Continuous analysis of the situation, in regards of budget data and estimations, allows to react fast to evolution that does not match expectations.

Our position in market is determined first by quality of the work done by staff. We promote personal initiatives and sense of responsibility. Team work, as well as skills and knowledge update, in the field of Technic, Quality, Environment, Health and Safety are promoted to stay at the edge of progress.

Information system is integrated to Management System. Its mission is to manage IT structure, to assign and save data, as well as to support staff in its growing use of IT technologies. IS Policy guarantees access to information in a safe environment, and implementation of appropriate tools to exploit data.

Company policy, in conformity with its goals, objectives, activities, products, services, and in compliance with applicable laws and rules, guarantees:

- Pollution preventing and protection of environmental aspects
- Protection of the staff against accidents, hazards and professional disease
- Existence and durability of the company
- Fulfillment of goals and services of the company
- Safety of products for users by respecting safety norms contained in requirements specification, and by doing type-tests.
- Prevention of technical failures on products by realization FMECA during different stages of R&D
- Taking account of the Conflict Minerals policy defined in Sécheron Hasler Group code of conduct

Top Management appointed a QEHS Manager with the duty to maintain, to update, to monitor and to report Management System operation. He makes a review for the Top Management and has the skills and authority to introduce preventive and corrective actions and to measure improvements done.

Geneva, the 28 th of March 2018

Martin Balters
CEO