

SELECTARC, July 27, 2026

At SELECTARC, under the leadership of executive management, we are developing a corporate culture based on Quality, Safety, Respect, Responsibility, and Resilience, to ensure the satisfaction of our customers and all of our stakeholders.

The safety of our employees is our top priority.

Our policy cannot be compromised by economic, commercial, or time-related constraints.

Our Commitments :

Satisfying Our Customers and Stakeholders

- Understand and anticipate the needs and expectations of our customers and stakeholders;
- Provide compliant, reliable, and high-performance products;
- Ensure compliance with regulatory, standards-based, and contractual requirements.

Develop a strong culture of quality and safety

- Promote a safety culture based on vigilance, accountability, and setting a good example;
- Encourage a questioning mindset and constructive self-reflection;
- Encourage the reporting of deviations, anomalies, errors, and early warning signs;
- Develop a just culture where everyone can speak up without fear of retaliation;
- Value feedback and collective learning;
- Incorporate organizational and human factors into our analyses and decisions.

Managing our operations and supply chain

- Ensure control over our processes and products;
- Monitor and support our suppliers and subcontractors;
- Prevent the introduction of counterfeit, suspicious, or fraudulent items;
- Ensure the traceability, integrity, and reliability of our documented data and information.

Developing our employees' skills and commitment

- Safeguard health, safety, and well-being in the workplace;
- Develop skills, expertise, and knowledge sharing;
- Promote autonomy, accountability, and collaborative work;
- Promote diversity, inclusion, and respect for others;
- Ensure the right to disconnect and a healthy work-life balance.

Acting for the Environment and Climate

- Manage our consumption of energy, water, and raw materials;
- Reduce and recycle our waste;
- Integrate climate issues into our decisions and investments.

Conducting Our Business with Integrity

- Comply with and apply the principles set forth in our Code of Ethics to prevent all forms of corruption, influence peddling, money laundering, and terrorist financing, in accordance with applicable laws and regulations;
- Comply with and apply the principles set forth in our IT Policy and our Corporate Social Responsibility (CSR) Policy;
- Promote transparent and responsible relationships with our partners;
- Protect the company's data, sensitive information, and know-how;
- Contribute positively to the development of our region and our communities.

Management's Commitment

Executive management is committed to :

- Demonstrate exemplary leadership in quality, safety, and social responsibility;
- Provide the resources necessary to achieve our objectives;
- Promote open and transparent communication;
- Support any decision made in the interest of quality, safety, security, and the environment;
- Ensure the continuous improvement of our management system.

At SELECTARC, everyone has a duty to report any concerns or discrepancies and a responsibility to take action to maintain quality, safety, security, and the trust of our customers and partners.

Quality, Safety, Respect, Responsibility, and Resilience are the foundations of our sustainable performance and our future.

Chief Executive Officer
Sivino CAETANO

Quality Director – Safety Coordinator
Karine BARBIER