

PANDROL

QHSE Policy

PANDROL, a business of Delachaux, is a world leader in its business lines in the Rail Infrastructure sector through five complementary Product Lines (fastening systems, aluminothermic welding, track equipment & control, electrification and sustainable resilient systems) marketed under the PANDROL brand.

PANDROL's mission is to maximize rail infrastructure safety, availability and sustainable lifetime value with a vision to shape sustainable rail infrastructure with innovative solutions.

Our vision is reflected through "On-Track 2030", our strategic framework which is supported by:

Three strategic pillars:

- Innovative rail solutions
- Optimal assets and people
- Sustainable transportation

And five enablers:

- Sustainability
- Empowering people
- Data driven business
- Strategic marketing
- Operational excellence

Success drivers capturing detailed action plans are derived from the strategic pillars. Each success driver (as well as the enablers) is sponsored by a member from the Pandrol Leadership Team (PLT) and closely monitored through regular reviews.

While we are engaged on delivering our strategy, we maintain a strong focus on our operational performance:

Health and Safety with a commitment to eliminating hazards and reducing occupational health and safety risks to keep our people safe in any circumstances towards a zero accident target.

Quality and Service level with quick response, quality control and continuous improvement-based mindset and processes to ensure a flawless customer experience.

Environment through prevention of pollution and minimizing our environmental impact.

To achieve our goals and effectively deliver "On-Track 2030", we foster people development, well-being, and empowerment of all our employees and partners within their day-to-day role as well as through strategic pillars and enablers to fulfil our customers, employees, partners, communities, and shareholders' expectations. A commitment is made to employees in terms of their consultation and participation within aspects of the business (inc. health and safety) management system.

We encourage sharing best practices and networking to maximize our industrial supply base. Our global suppliers must meet all requirements to ensure compliance with customer and legal obligations. We establish ethical and practical standards throughout our supply chain.

Compliance with this QHSE Policy is fundamental to all processes within PANDROL, Business Units, Product Lines and Functions, including legal and other obligations.

Communication, understanding and implementation of the QHSE Policy throughout the business is a requirement. All employees are required to support it in their activities. Compliance with all aspects of the business management systems is the method of fulfilling this obligation.

I personally commit and jointly engage the PANDROL Leadership Team (PLT) to provide adequate resources to successfully execute our strategic plan.

Guy Talbourdet,

Chief Executive Officer of PANDROL