

## OUR INTEGRATED MANAGEMENT SYSTEM POLICY

QUALITY – HEALTH AND SAFETY – ENVIRONMENT – SOCIAL RESPONSIBILITY – ETHICS

Our company, concerned with providing all its customers with the level of requirements they expect from our products and services, has implemented an Integrated Management System, with my commitment to:

- The constant search for the satisfaction of our customers.
- Continuous improvement of our integrated management system.
- Compliance with applicable regulatory, legal and other requirements.
- Integrating environmental, social and ethical issues into our decisions.
- Contributing to sustainable and responsible growth.

Our business, improving air quality in industrial environments by protecting people, equipment and the environment, is fully in line with this approach.

My commitment is reflected in the development of strategic axes, appropriate to the context and the internal and external challenges of the company, resulting from the following:

The SFPI group's transformation plan on industrial responsibility, which is at the heart of its development model, as follows:

- **Business Responsibility**: Deepen customer knowledge and culture at all levels to improve customer satisfaction.
- **Environmental responsibility**: Reducing our environmental impact by:
  - Reducing waste,
  - Control of energy consumption,
  - Reducing our carbon footprint,
  - Monitoring our environmental indicators measured annually.
- **Managerial responsibility**: Develop skills, promote the transmission of knowledge, strengthen the managerial role, promote quality of life at work, equal treatment, diversity and non-discrimination.
- **Financial responsibility**: Building common standards, tools and frameworks for sustainable growth and risk management.

### NEU-JKF Delta NEU

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Code NAF 2825Z - RCS Lille B 301 468 146 - S.A.S. au capital de 2 250 000 €  
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And on the other hand:

The "**Nouvel'Air**" Plan focused on the reorganization of the strategy of our technical, marketing and export divisions, AI integration, the strengthening of internal training and the development of synergies within the NEU-JKF group.

### **Health, safety and working conditions**

We are committed to:

- Ensuring healthy and safe working conditions,
- Prevent accidents at work and occupational diseases,
- Keeping the Professional Risk Evaluation and its action plan up to date,
- Train and raise awareness of the risks of our employees,
- Encourage a culture of prevention and social dialogue, through staff participation and consultation actions.

### **Radiation Protection Management**

I also commit our company to the implementation and continuous improvement of a radiation protection management system and its requirements by keeping the exposure to ionizing radiation of our staff and subcontractors as low as possible. These provisions should enable us to contribute to maintaining the nuclear safety of the establishments on which we operate.

### **Human Rights and Business Ethics**

NEU JKF Delta NEU S.A.S. undertakes to:

- Respect fundamental **human rights**,
- Prohibit all forms of forced labour or child labour,
- Prevent discrimination and harassment,
- Adopt ethical conduct in its business practices,
- Preventing corruption, conflicts of interest and fraud,
- Protect personal data and sensitive information.

An internal whistleblowing system allows any employee to report a situation that is contrary to these principles.

### **Responsible Procurement and Value Chain**

We integrate environmental, social and ethical criteria into our relationships with our suppliers and subcontractors, in particular by:

- Dissemination of CSR requirements,
- Supplier risk assessment,
- The development of partnerships that promote responsible practices,
- The gradual integration of CSR clauses into our contractual relationships.

### **Management and continuous improvement**

This policy is translated each year into **measurable objectives**, monitored through:

- Performance indicators,
- Action plans driven by process managers,
- Periodic management reviews.

The Management delegates the operational control of the IMS to the process managers, assisted by the Group QHSE Department.

### **Communication and dissemination**

This policy is:

- Communicated to all employees,
- Provision to internal and external interested parties,
- Reviewed regularly to ensure its adequacy with the company's strategy and our field of application.

Our Qualiopi certified training centre helps to develop the knowledge and skills of our staff and provides our customers with the necessary training to understand the operation, upkeep and maintenance of their facilities.

I hope that the staff will find their fulfilment in our common ambition.

For NEU JKF Delta NEU S.A.S., this commitment is a guarantee of performance and sustainability.

Done at LA Chapelle d'Armentières on 20/05/2026

The General Manager

**Franck MUSELET**

