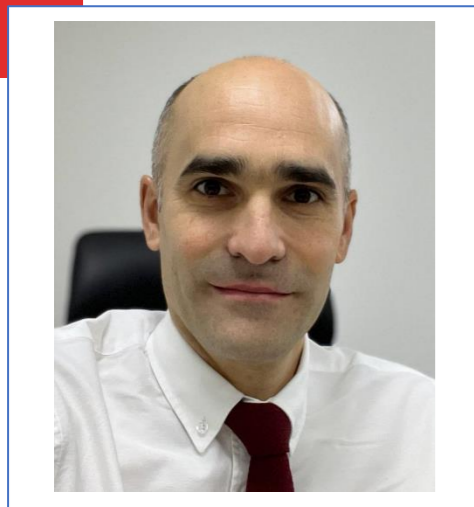




# UZASSYSTEM IMS POLICIES 2022 – 2025

UZ-S-PO-100\_R2





## Nicolas Dugot

### General Manager of UzAssystem

UzAssystem is an international engineering company, operating in the sectors of nuclear, conventional, and renewable energy, infrastructure, and transportation. It contributes to the acceleration of the energy transition by working globally on the development of decarbonised electricity, through production and distribution, improvement of infrastructure and networks, and by developing new electricity uses. Supporting this, UzAssystem considers digital activities as a service of the energy transition, aimed at its acceleration.



We consider the **safety of people**, and the **quality of delivery** as cornerstones of our success and key drivers for the satisfaction of our customers.



UzAssystem is thus a company independent from technology, recognised for its ability to manage complex projects with high regulatory stakes. Its activities cover project management, consulting, design, site characterization and environmental services.

**Dugot Nicolas**  
**General Manager of UzAssystem**

29.03.2024

#### OUR COMMITMENT TO EXCELLENCE GLOBALLY

Delivering projects internationally and ensuring cross border consistency is key to UzAssystem and presents a genuine challenge. In order to foster this competitive advantage, it is important to ensure that the DNA of the company is deep-rooted, maintained and retained for a sustainable future of excellence.

Thus, we aim to transform our practices and to ensure continuous improvement of our management system. UzAssystem is further committed to ensuring transparency and dialogue in the reporting of performance with the authorities and any other interested parties.

#### APPLICATION

UzAssystem management will actively promote and implement these policies and commitments, leading by example. All employees will contribute through their roles for the benefit of everyone.

These policies apply to our activities in all geographies that we operate and provide a framework for the setting of objectives. The guidelines are laid out within each country and business unit via strategic action plans, roadmaps and targets focusing on the risks encountered in the context of their activities.

These policies are communicated and made available to all employees, customers, shareholders, communities, and other interested parties who request information.

# UZASSYSTEM HEALTH & SAFETY POLICY

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## OUR HEALTH AND SAFETY COMMITMENT

Constantly confronted with new challenges in terms of health and safety, we must reflect and consider our approach to the health, safety, and wellbeing of our people all around the world to improve. We collectively enhance and foster a safety culture and practices, alongside with our clients, within teams and management.

**We are committed across all geographies and business lines to:**

- 01** Prevent and reduce OH&S risks associated with our activities
- 02** Provide safe and healthy working conditions for the prevention of work-related injuries and ill-health
- 03** Ensure that employees are aware of associated risks and have the necessary competencies to undertake tasks expected of them

To achieve this, through consultation and participation of our employees and other parties, we undertake to provide the necessary resources to enable us to not only comply, but to go beyond the requirements of the laws, regulations, and the other requirements in the countries that we operate. This includes customer requirements concerning safety in the performance of its activities, including its obligations to subcontractors and stakeholders.

## OUR GOAL

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Be Safe & Healthy



## OUR KPIS & OUR TARGETS

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	2022	2025
<b>Lost Time Injury Frequency Rate</b>	<2	<1
<b>Lost Workday Rate</b>	<0.5	<0.1
<b>Absenteeism</b>	<3%	<2%



# UZASSYSTEM QUALITY POLICY



## OUR DELIVERY AND EXCELLENCE COMMITMENT

UzAssytem considers quality as a performance lever and is committed to conducting its activities with a constant concern for guaranteeing quality through the lifecycle of delivery, aiming for excellence for its customers, stakeholders, and the communities that it operates.

We are committed across all geographies and business lines to:

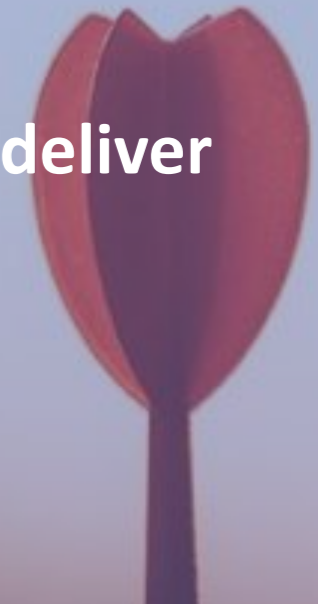
- 01** Understand and meet the requirements and expectations of our customer
- 02** Foster and develop a culture of knowledge sharing to enhance our skills and capabilities to face the challenges of tomorrow
- 03** Apply common best practice methodologies to perform and provide quality in our delivery

To achieve this, we will provide the necessary resources to enable us to reach customer requirements concerning quality in the performance of its activities, including its obligations to subcontractors and stakeholders, as requirements of the laws and regulations in the countries that we operate.

## OUR GOAL



Be excellent and always deliver



## OUR KPIS & OUR TARGETS

	2022	2025
<b>Client satisfaction</b>	<b>&gt; 90%</b>	<b>&gt; 95%</b>
<b>NPS</b>	<b>&gt; 20%</b>	<b>&gt; 25%</b>
<b>Delivery on Time</b>	<b>&gt; 90%</b>	<b>&gt; 95%</b>
<b>Quality on Time</b>	<b>&gt; 90%</b>	<b>&gt; 95%</b>

# UZASSYSTEM INFORMATION SECURITY POLICY

## OUR INFORMATION SECURITY COMMITMENT

Because of our activities in regulated sectors such as nuclear and defence, the integrity and confidentiality of information is a major issue for us. UzAssytem is committed to monitoring and preventing any attempt at economic intelligence in order to preserve its assets and know-how and those of its stakeholders.

To this end, UzAssytem develops and maintains processes, behaviours and information technologies that enable it to protect itself from all current and future threats.

**We are committed across all geographies and business lines to:**

- 01** Proactively identify, assess, prevent, and mitigate information security risks to protect our assets and those of our customers
- 02** Implement Information Security operational procedures, and measures, tools and monitor their effectiveness to meet internal and external requirements

To achieve this, we will provide the necessary resources to enable us to meet the requirements of customers and authorities, and implement operational procedures, and measures, to prevent risks and monitor the effectiveness of our Information Management System.

## OUR GOAL



Information Security, Constantly and Everywhere



## OUR KPIS & OUR TARGETS

	2024	2025
<b>Formal complaints received by clients/authorities for UzAssytem concerning the violation of Information Security rules by our employees</b>	< 5 1 max	<b>Zero</b>
<b>Majors* Information Security incidents reported by client or Assystem (client or Assystem sites)</b>	< 20 2 max	<10 2 max
<b>% of employees trained on the group`s Data Security e-learning module</b>	> 80%	<b>95%</b>
<b>ISMS or cybersecurity communications cascaded to UzAssytem for follow up</b>	<b>4</b>	<b>8</b>

\*Major incident: refer to the incident management procedure [GISG 07](#) (page 7)