



ENVIRONMENT, HEALTH AND SAFETY CHARTER



TDF is wholly committed to the following principles concerning safety, health, quality of life at work and the environment.



Safety, security, health, quality of life at work, environmental conservation, customer satisfaction and two way dialogue with all stakeholders are top priorities for TDF. The company adheres to a code of conduct designed to eliminate all high risk events.



Wherever it operates, TDF abides by all statutory obligations and, where necessary, operates in line with specific requirements and expectations. TDF is committed to equal opportunity, gender equality and hiring disabled employees. TDF promotes long-term employment of young people (i.e. sandwich courses, industrial placements, and hiring PhD students) and promotes in-house training while actively encouraging transfer of knowledge and skills between older, experienced employees and young people.



TDF promotes within its whole staff a culture relaying mainly on professionalism, rigor in the respect and the implementation of rules, skills management, the practice of experience feedback and the apprenticeship. The company encourages the identification of abnormal situations and the analysis of accidents, almost accidents and incidents. This approach leans on the vigilance and the implication of everybody.



While performing their duties, all employees must be aware of their role and take personal responsibility, while paying attention to preventing accidents, safeguarding health and environment, maximizing service and focusing on customer expectations. This is an important point within personal performance assessment, especially regarding objectives for managers and directors.



TDF ensures that its industrial and commercial partners are able to apply a similar policy concerning safety, security, health, labor conditions and the environment.



TDF manages EH&S risks based on processes similar to OHSAS 18001 and ISO 14001 quality standards and on continuous improvement. Regular performance measures specifically tailored to every business line analyze actual results in comparison to objectives set every year in an annual accident prevention program.



TDF has introduced policies across all business lines for safety, security, health, environment and quality of life at work, with regular checks and audits to assess EH&S risks and risk management developments.



TDF develops services and new businesses by striving to minimize risk from the outset in order to maximize operational and EH&S efficiency. All development projects and new products are launched following an integrated risk assessment program covering the entire life cycle of the products/projects.

TDF provides cutting-edge scientific monitoring services regarding exposure to electromagnetic fields. TDF also provides its renowned technical skills to French and European standard setters. In addition, TDF is an active SFRP member (French Society of Radioactivity Protection) promoting protection from non-ionizing radiation and encouraging contacts between specialists and non-specialists.



TDF ensures environmental conservation throughout its operations in line with a standard sustainability policy, and complies with the ten United Nations Global Compact principles.



TDF adopts a constructive EH&S attitude of transparency and dialogue towards stakeholders and third parties. The company particularly strives to ensure personal safety, while keeping employees healthy, and conserving the environment. TDF is committed to this EH&S policy for its employees, suppliers, customers and their suppliers on TDF sites, residents living near TDF sites, and also for local environments.

TDF shares best practice with customers and suppliers. The company contributes to operations carried out by telecoms operators (UNETEL) by actively participating in the "Labor Health and Safety" committee.

Olivier Huart
TDF Chief Executive Officer

