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Integrated Policy

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Quality Policy – Security/Health - Environment

OUR MISSION AND OBJECTIVES:

In addition to providing quality products and services which comply with regulatory and legal standards, and which meet the specifications of its customers, Icarus sets itself the following mission:

- to be attentive to and to understand the real needs of customers (also legal compliance and other requirements) both with deadlines and technical characteristics of products and services respect ;
- to ensure, through quality of services and means in place, continuity of activities ;
- to take into account environmental aspects in strategy ;
- to implement a health and safety culture at each level of the organization.

OUR VALUES:

Reliability:

By keeping to our commitments to provide goods compliant with applicable standards (API, DIN, ASTM, ASME, etc.), to the PED Directive 2014/68/EU, and the PER regulation (2016 No. 1105), in packaging appropriate to the nature of the product and within the agreed deadlines. By ensuring the continuity, development, and the good management of the company, and supporting teamwork with a view to guaranteeing quality in the broadest sense.

Professionalism:

By employing skilled, motivated, and attentive personnel, and providing them with continuous training. By ensuring that the transmission of information takes place in a manner consistent with customer requirements. By preventing people, environmental and material incidents, through the application of established practices and procedures. By dealing with customer on a commercial basis, with the required professionalism and courtesy.

Attentiveness, flexibility, and responsiveness:

By adapting ourselves to the needs of the customer, by listening, and providing a rapid response, which is both appropriate and flexible.

Continuous improvement:

Is the main driving force behind the management of our activities and should enable us to improve the effectiveness of our management system and our results.

OUR POLICIES:

ICARUS has resolved to strive towards excellence in matters of security, environmental compliance and technical compliance in its products and services. To achieve these aims, we intend to implement the following initiatives:

- To ensure strict compliance with applicable regulations.
- To establish an efficient and effective process to allow the identification, assessment, elimination, and reduction of all types of risk together with the assessment of accidents, incidents, and instances of non-compliance.
- To maintain a continuous improvement program allowing for the implementation and review of the objectives of *quality, health and safety, and environment*, to track the performance of processes and to develop personnel skills which are the keys to success in ensuring compliance with customer requirements, regulatory, legal, and other applicable standards.
- To ensure high standards of safety in the working environment of staff, notably through in particular the involvement of workers in the reflection, development and implementation of safety and security, through the dissemination of information relating to safety, by training and awareness-raising of staff, visitors and sub-contractors.
- To develop a company policy of environmental impact and/or risk reduction resulting from industrial activity, warehousing, and administrative positions. Communication will be governed by the 4R policy:
 1. **REDUCE** the **volume** of **waste** which we produce.
 2. **RE-EMPLOY** consists of **recovering** or **repairing** a product or substance for use without modification to its form or function.
 3. **RE-USE** consists of putting a recovered **material** to a use which differs from its initial application.
 4. **RECYCLE** allows the transformation of material into new products.
- Management supports the laboratory's efforts to ensure compliance with ISO17025 and allows it to ensure impartiality, reliability and validity of test results and measurement, to ensure client's rights around confidentiality of all reports and to carry out the work according to validated methods with qualified materials.

The management is responsible for implementation of safety/health – environment – quality standards and will do all in its power to ensure staff commitment to company policy.

Integrated Policy

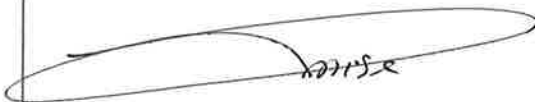
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It is committed to the belief that every individual has a role to play in the prevention of accidents/incidents, environmental harm, and non-compliance of products and services.

We are committed to the quality policy established by Management and we apply it on a day-to-day basis.

Herstal, July 1, 2022



L. Thise
Chief Executive Officer,



C. Querinjean
Chief Financial Officer



Th. Massart
QHSE Manager