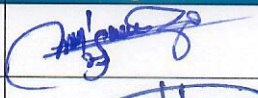
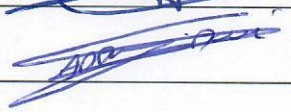
VALIDATION

Responsibilities	Names	Dates	Signature
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CHANGE HISTORY

VERSION	DATE	REASON FOR UPDATE
00	06/23/2025	Initial document

OBJECTIVE

This procedure aims to manage workplace accidents by implementing an intervention plan.

APPLICATION DOMAIN

This procedure covers the following points:

- The organization and operational means of control in the face of workplace accidents,
- Recording of events and emergency situations encountered.
- Definition of actions to be taken
- Monitoring and controlling actions
- Good practices

RESPONSIBILITIES

The QHSE manager and process pilots ensure the implementation, application and updating of the provisions provided for in this procedure.

REFERENCE

- ISO 45001 standard
- Social Security Code: Law No. 73-37 of July 31, 1973 on the Social Security Code
- Decree establishing the obligations of employers in terms of safety at work. : Decree No. 2006-1256 of November 15, 2006 establishing the obligations of employers in terms of safety at work.
- Decree relating to safety signaling measures at work: Decree No. 2006-1259 of November 15, 2006 relating to safety signaling measures at work
- Decree establishing general health and safety measures in establishments of all kinds Decree No. 2006-1261 of November 15, 2006 establishing general health and safety measures in establishments of all kinds
- Declaration of work accident to the Social Security Fund: Form to be sent to social security.
- Decree No. 94-244 of March 7, 1994 establishing the terms of organization and operation of the occupational health and safety committees, the missions of the CHST

RELATED DOCUMENTS

RECIPIENTS

The provisions of this Procedure apply to all SENENGINEERING personnel.

1- DEFINITION

The events that will be addressed during this procedure are defined below.

1.1 Work accident

Is considered aswork accident, whatever the cause, the accident occurring as a result of or during work to any employee.

For there to be a work accident, two conditions must be met: there must be an event having caused bodily harm (injury, closed trauma, etc.), immediate or delayed; whether this accident occurs occasionally or as a result of work.

Any accident occurring during and at the workplace is presumed to be a “work accident”. This means that, the conditions being met, the victim does not have to provide proof of the link between their accident and their work. On the other hand, to rule out this presumption of classification as a work accident, it will be necessary to prove that the accidental event is unrelated to work.

The illness is therefore considered a work accident if the causal link has been established by the employer (occupational doctor) or the Social Security Fund.

1.2 Special case of travel accident (ATJ)

Any accident occurring during the journey from one's residence to the place of work and vice versa is considered a travel accident, provided that the journey has not been interrupted or diverted for a reason dictated by personal or independent interest. employment.In order to recognize a travel accident, you must obtain a report from the local authorities.

In this definition we therefore find different types of work accident:

- Work accident with lost time (ATAA)
- Non-stop work accident (ATSA)
- Non-Stop Commute Accident (ATJSA)
- Travel accident with stoppage (ATJAA)

Any work accident with lost time (ATAA and ATJAA) must be declared to the social security fund. The rest of the accidents must be listed in the AT register.

1.3 Dangerous situation

This is a situation likely to cause damage to the mental or physical integrity of the employee.

1.4 Near work accident (PAT)

It was an event which could have caused an accident but which ultimately had no consequences. The near-accident situation involves one or more pieces of information which should have alerted, and which were not communicated for one or more reason(s).

Discomfort may be considered PAT if there is no causal link to work and could have resulted in bodily harm.

2- MEANS OF INTERVENTION

2.1 Human resources

Rescuer rescuer of work

Workplace First Aid Rescuers (SSTr) are agents who normally provide their service and only interrupt it exceptionally in order to provide assistance in cases emergency, first aid to the sick or injured while waiting for the arrival of specialized teams (emergency service, doctor, nurses, etc.).

SSTr receive “Workplace First Aid” training to ensure their skills. This training is valid for 2 years and must be renewed to ensure skills are maintained.

Managers

Depending on the professional risks, managers are trained to know how to react in the event of an accident.

2.2 Material resources

First aid kits

	First aid kits are available to OHS personnel to provide first aid.

Eye washes

	They allow you to immediately rinse your eyes with plenty of water. They must be kept clean, especially surfaces that come into contact with the eye area.

Safety showers

	They allow you to immediately rinse your eyes with plenty of water and your entire body to eliminate chemicals resulting from accidental splashes.

Defibrillators

	They make it possible to analyze the activity of the heart of a person in cardio-respiratory distress. The device delivers an electric shock to restore heart activity. The defibrillator delivers instructions to follow using voice commands.

2.3 Organizational means

Emergency Situation Drill

A rescue exercise is carried out every year and an evacuation exercise is carried out every 6 months following the surveillance plan.

General safety instructions

The general safety instructions remind you of the procedure to adopt in the event of an emergency event or situation.

3- MANAGEMENT OF EVENTS OR EMERGENCY SITUATIONS

Generally speaking, the “Protect, Alert and Rescue” (PAS) method is used during emergency events or situations.

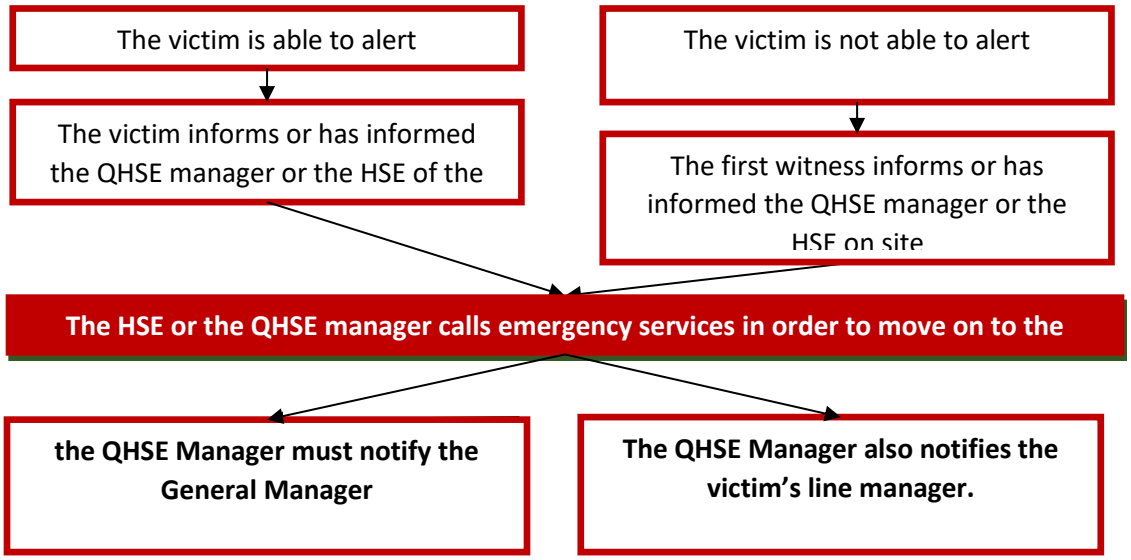
3.1 To Protect

To protect means ensuring the safety of the rescuer above all (because a good rescuer is a living rescuer), of the witnesses and then of the victims, of an accident or any danger. It is necessary to eliminate the risks that could aggravate an accident or the dangers which persist at the scene of the accident and which are linked to its environment, its material cause or its witnesses.

- In the event of electrification or electrocution, the power must be cut off using the emergency cut-offs or the equipment must be unplugged.
- In the case of contamination with chemicals, you must find out about the chemical using the SDS (Safety Data Sheet) in order to equip yourself with the right PPE (Personal Protective Equipment). This sheet will give instructions for first aid.

3.2 To alert

In all cases, it is up to the victim to report or have the work accident reported within 48 hours (two days) to their employer through the QHSE manager. An accident report will be drawn up by the direct supervisor, it will be detailed and will describe the exact circumstances of the accident: date-time-Mechanism of the accident – site of the injury, etc.



- Information to report during the alert

The appeal must specify:

- Your first and last names
- The nature, address and precise location of the accident
- The number of victims
- If the victim is bleeding, breathing, conscious, etc.
- Answer any questions (if you don't know any information, say so)

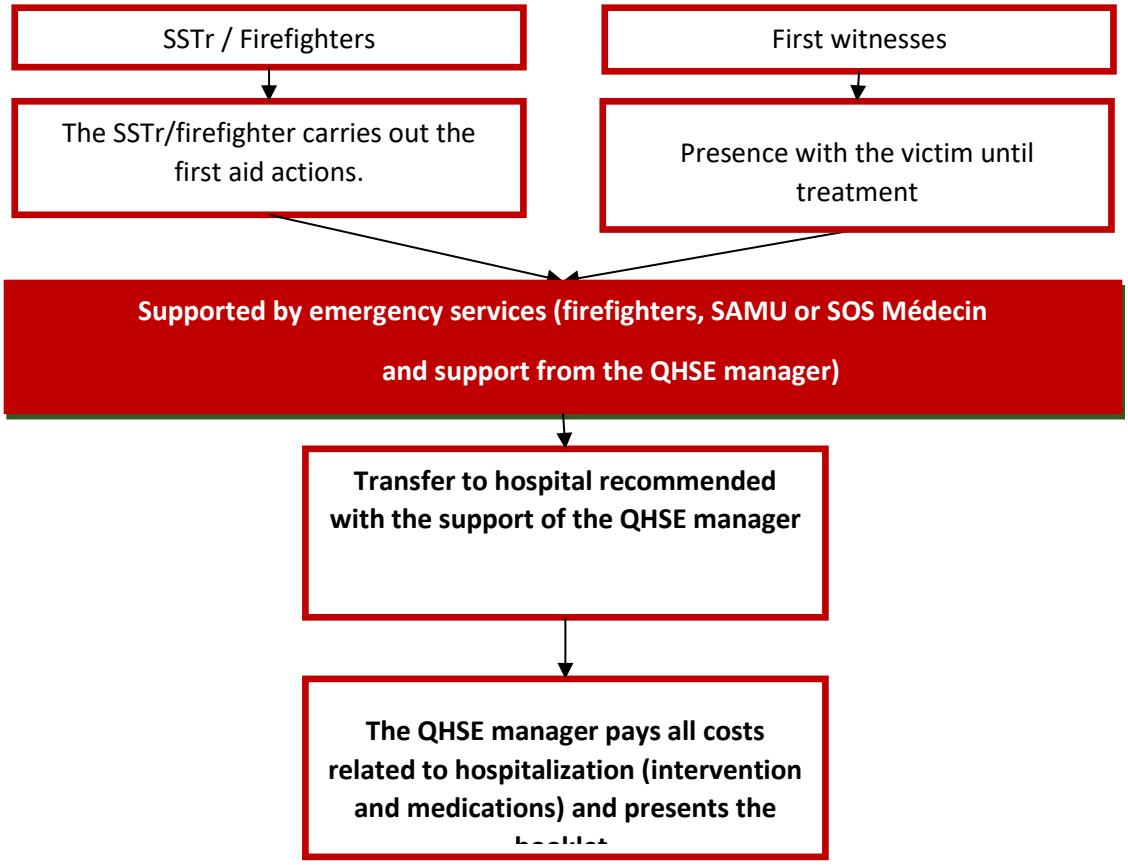
NEVER HANG UP FIRST

3.3 To rescue

The QHSE manager must go to the scene of the event to accompany the victim during treatment.

While waiting for help and in the event of contact with a chemical product, follow the following instructions:

- In case of contact with eyes, face or body, it is recommended:
  - Rinse the contact areas with plenty of water for at least fifteen minutes;
  - Remove all contaminated clothing.
- If swallowed or absorbed, do not attempt to vomit.
- If inhaled, leave contaminated areas and move to a well-ventilated area.



- The Work Accident fund (AT)

The AT fund is a fund made available to enable the payment of the first costs linked to the care of a victim of a work accident.

NB:It is necessary to recover all invoices related to expenses incurred.

- The Work Accident Book (AT)

The QHSE manager has a TA book signed by General Management.

4- POST EVENT MANAGEMENT

4.1 Declaration to the Social Security Fund (CSS)

After first aid at the hospital, the book is filled out by the attending physician, The QHSE manager then completes the work accident declaration form from the Social Security Fund (CSS) using the CSS form and sends them no later than 48 hours after the accident.

This work accident file consists of:

- A medical certificate
- From the work accident declaration form
- Employee declaration
- From the last pay slip
- A copy of the employee's national identity card.

The file will be submitted within 48 hours following the work accident at the latest for opening the file and processing.

In the event of failure or refusal by the employer, the worker, victim of an accident or his beneficiaries have a period of 2 years to make the declaration.

4.2 Analysis

The immediate superior, with the help of the QHSE manager, is responsible for analyzing the event.

Who ?	- The victim, - the 1st witness - The N+1 the QHSE manager
What ?	• ***ATAA*** • ***ATSA*** • ***ATJAA*** • ***ATJSA*** • ***PAT***
Or ?	As far as possible at the event venue
When ?	Within 48 hours of the event

Once the accident analysis has been carried out, it is recorded in a database.

Then, the QHSE Manager sends the verified form to the following people:

- General manager
- HR Manager
- The Project Director

4.3 External communication

If necessary and to follow up on a major incident, General Management defines the communication to be made to the competent administrative authorities. This communication can be done in consultation with business experts.

4.4 Action plan

The action manager, with the support of the QHSE Manager, has the role of:

- ensure the effectiveness and sufficiency of the precautionary actions taken upon detection of the incident,
- assess their relevance
- manage corrective actions,
- centralize the decisions made,
- manage internal and external communication actions at the establishment.

4.5 Updated risk assessment

Following a work accident, the professional risk assessment document is updated in order to avoid a recurrence of the event.

4.6 Recovery arrangements following a work accident

The QHSE manager is responsible for monitoring the work accident file which is only closed in the event of complete recovery or death of the victim and compensation to the beneficiaries. The notebook is returned to the QHSE Manager who is responsible for returning it to the social security fund.

- Back-to-work

Upon recovery, a medical certificate of recovery present in the work accident logbook will be completed and signed by the attending physician then deposited with the social security fund to complete the declaration and validate the return date. In which case, a medical certificate of extension will be issued. As long as the employee has not presented a medical certificate of recovery, he does not have the right to return to service.

Following a work stoppage, the victim issues a medical certificate of return to work, thus authorizing the employer to accept him back to his position. This certificate can be a positive opinion of suitability for the

previously occupied workstation or a notice of change of workstation or even of adjustment of the workstation.

The QHSE manager and the direct managerhave the obligation to check whether the return visit has been carried out.

- Pensions in the event of death

Annuities are due to the worker in the event of consolidation (healing with after-effects) or to the beneficiaries in the event of the worker's death.

Consolidation is allowed when the lesion is fixed and no longer evolves.

In the event of the death of the worker, the beneficiaries are the spouse, the children and in certain cases the dependents in their care.

Annuities are established on the basis of annual salary.

4.7 Health and Safety Report

An annual report is drawn up by the QHSE manager with the help of the site HSE and the occupational physician concerning work accidents suffered by workers. This report is sent to the social security fund.

4.8 External companies

In the event of a work accident involving a service provider, he or she must follow general safety instructions.
The external company must cover evacuation, hospital and medication costs for the first day.

Any accident requiring the intervention of emergency services will be the subject of a written report from the external company addressed to the General Director.