

Company Policy

I wish to develop PETERCEM SENSORS and give it the dynamics to place us as leader and **worldwide specialist** in the current/voltage measurements and detections for railways, industrial and energy markets.

Turned and focused on our niches in railways, energy/industry, drive, we wish to be efficient in small and medium quantities with **adapted specifics products** in order to deliver services in line **with our customers' expectations**.

We reinforce our technical **fundamentals** in order to control our historic product range.

Confronted with the evolution of the markets and the complexity of the international economic context, we choose to continue to evolve! Our priority is, and must remain CUSTOMER SATISFACTION in **the quality of our products and services**. Our products must respond to **our customers' technical performances** needs while aiming for **a zero defects**. We will be, as well, more and more in the field in order to better understand the applications and constantly optimize the use of our products. We are focused on a partnership as suppliers which will bring out the best in us for our customers.

We will keep **investing on innovation** and on risk anticipation while securing, more and more, our industrial choices. PETERCEM SENSORS will rely on technical experts for developing **new products**. **The project managers** will have a strategic role of coordination in those efforts.

Growth is a necessity for our company project; it realigns us on our challenging markets: we will launch ambitious projects such as HRS2000/2500, sensors without core, differential sensors, voltage sensors new generation and will complete the RFCS Range.

In modernizing our **industrial tool**, we will concentrate our efforts on an **optimized industrialization** and will pursue the **LEAN policy** with reassessment at all company level and will reduce the waste. The financial gains will then be redistributed to those having contributed: -customers, by offering more competitive price, - Employees, through profit-sharing and incentive schemes.

Safety is one of my main concerns both internally with my colleagues and for our customers and their customers. More ergonomic working tools in line with prevention of health and safety are developed.

When **railway safety** may be an issue, or a customer requirement, we commit ourselves to prevent safety railway issues by risk management, preservation and improvement of product safety performance.

Quality reflects Petercem Sensors. We commit ourselves to proactively identify failures risks in order to prevent them and, to deliver products with a **high reliability**.

We will invest for the **Environment**. This must be integrated in our processes by preventing pollution and applying it daily by a better control and valorization of our waste and the reduction our energy consumption, in compliance with all requirements. Most of our customers are, as well, involved in environmental protection: We will manufacture lighter and less energy consuming products for them.

In the next few years, the emphasis will be on team work: we will heavily invest in IT tools, in the infrastructure as well as in management tools **to create Petercem 4.0**. Some connected workstations will allow tomorrow the expansion of the **QRQC method** at all company's stages. It will change our work approach and will improve our efficiency. The investment in our new ERP is a strong act for our future and our customers in order to better **mastering our flows** and improve our **productivity**. Information becomes a tool and our challenge is turn into the control and use of data for **a better performance**.

We built our values during the last 15 years. They can be summarized by 3 letters: PCR, **Positive, Creative, Reactive** which has become **Performance, Communication, Rigor**.

I am aware of the efforts requested at each and every one in this project and I commit myself to unite our teams for following this change and continuing **our modernization**.

The strengthening of the team with our sister companies Mafelec, Stopcircuit, Full Electronic System and Comtronic is an opportunity for Petercem Sensors. I commit myself to see that **each company keeps its own strategy**.

Petercem Sensors will continue its expansion by a **chosen and controlled growth** relying on new **skills** and I will oversee to the development of the **interactions between the different teams**. The **international** market remains our top priority.

The first wealth of our company is its **human** capital, it is our first concern.

The well-being of everyone is fundamental in the global project of modernization and I commit myself to **a transparency communication** in order to ease the membership of everyone.

I sincerely commit myself, in a permanently **continuous improvement approach**. The aims set are regularly reviewed on executive committee and I will decide on necessary actions for reaching them. I will rely on my executive team for displaying this policy and assuring its permanent adequacy. I will give the resources, the skills and **all the necessary means** to ensure that **my commitments** are carried out.

I am **proud** of this project,

Saint-Bonnet-De-Mure, October the 4th 2021.

Gilles HEINRICH, CEO

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke extending to the right.