

THE WORKPLACE HEALTH AND SAFETY POLICY

Workplace Health and Safety (WHS) is a top priority for FDJ UNITED.

As such, to ensure workplace health, safety and quality of life for our employees, at FDJ UNITED we have made our WHS Management System a fundamental part of our operations, and undertake to:

- Ensure a safe, healthy working environment for all employees, service providers, visitors and customers on our sites, with all health and safety risks appropriately controlled.
- Take all necessary steps to ensure compliance with WHS regulations and any other applicable requirements.
- Make every effort to safeguard against accidents, occupational stress, property damage and, more generally, any risks to individuals' health and safety.
- Ensure continuous improvements to WHS management and performance.
- Continually identify, assess and manage workplace health and safety risks and take the most appropriate steps to control them.

The WHS policy is reflected in the following guidelines:

- Ensure no service or activity is carried out that is harmful to anyone's health or safety.
- Maintain a high level of control over fire risk and any other emergency risks identified by complying with safety instructions and regulations.
- Develop a culture of occupational risk prevention among all Group employees.
- Keep workplace accident rates and occupational illness rates low by promoting a culture of prevention and encouraging initiatives that raise awareness of and/or improve health and safety.
- Implement action plans to minimise health and safety hazards.
- In compliance with regulations, implement one or more employee consultation processes, in particular by establishing Health and Safety Committees.
- Help all subsidiaries, in France and abroad, improve risk prevention.

FDJ UNITED MANAGEMENT'S PLEDGE

**To ensure our Workplace Health and Safety Policy is a success,
we need all FDJ UNITED employees to be on board.**

**Through this message, FDJ Group management pledges to improve the efficiency of
our WHS Management System, which is overseen by the Property and Work Environment (IET) Department.**

Dominique CAVALIÉ
Head of Human Resources & Transformation