

# **ENVIRONMENTAL, HEALTH AND SAFETY CHARTER**

—  
Our commitment to protecting our  
employees, customers, and partners





We engage in alignment with a business culture that values and rewards traits such as trust & transparency, inclusivity & innovation.





# LEADERSHIP TEAM COMMITMENT

We are united by a clear purpose to do the extraordinary in space to deliver amazing experiences everywhere on earth.

## Our commitment



Environment



Health



Safety

That means we are driven by an ambitious agenda, and we are confident in our ability to achieve even greater success when we bring together the best of who we are to collaborate with our customers and partners. To do so, we pledge to engage in alignment with a business culture that values and rewards traits such as trust and transparency, inclusivity, and innovation. We believe that this way of working helps us maximise the exceptional positive impacts we can have on the people who are touched by our products and services every day. We are proud to be the leader in global content connectivity solutions.

Through our business, we dedicate the necessary resources to perform risk assessments aimed at protecting all our employees, customers, and partners. We follow the ISO 45001 norm “Occupational Health and Safety Management Systems” issued by the International Organization for Standardization. The purpose of Health and Safety (H&S) management system

is to provide a framework for managing H&S risks and opportunities.

SES has a strong commitment to an integrated Environmental, Social and corporate Governance (ESG) program. This is highlighted in the ESG strategy empowered by United Nations' Sustainable Development Goals (SDGs). The main pillars guiding this dynamic are sustainable space, climate action, diversity & inclusion, and critical human needs. The overall added values are the reduction of environmental impact of SES products, services and operations, the stakeholder & community engagement and the strengthening of the corporate governance by increasing operational transparency.

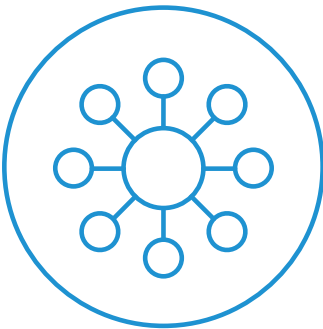
This framework is shared with all stakeholders (i.e. “interested parties”) and everybody at SES is aware and commits to it. We consider this engagement fundamental in making our company an employer and partner of choice, thus fulfilling the expectations and satisfaction of our customers.



## COMPLIANCE

The SES Headquarters comply with Luxembourg legislation, and we apply the SES health and safety management system at the Betzdorf (Luxembourg) site and the Environmental, Social and Corporate Governance globally. To fully cover the nature of our business around the world, we implement a global Environmental,

Health and Safety framework that meets or exceeds the environmental, health and safety legislations applicable in the countries in which we operate. This charter covers all SES activities and offices around the world. Specific procedures, in compliance with national legislation, complete this charter for each site.



## ORGANISATION

We integrate environmental, health and safety in the management of all business activities focusing on preventing accidents and ensuring the sustainability of our activities, products and services. In every SES site there is at least one person appointed for ESG & OH&S activities. We have a dedicated Environmental and Social Governance & health and safety task force to support all employees around the world (to contact the task forces: [ESG@ses.com](mailto:ESG@ses.com)

or [health.safety@ses.com](mailto:health.safety@ses.com)). Additional resources are available on the SES intranet and [company code of conduct](#).

For activities outside the SES sites, dedicated organisational charts are deployed. For ESG, we strongly put into application our SES ESG strategy. For Occupational Health and Safety, we perform hazards and risk assessments systematically for all activities and we put in place remedies accordingly.



## CONTINUOUS IMPROVEMENT

At SES we continuously improve all our processes and work practices. We therefore monitor the company's environmental, health and safety

system performances and apply changes when improvements are identified and necessary.



## LEADERSHIP AND PARTICIPATION

The company's environmental, health and safety task force discuss during the regular reviews' major impacts, actions, risks and opportunities. Its members regularly report to the SES leadership team regarding all major activities.

We provide guidelines for sustainability as well as health & safety information and obligations to the organisation during company and sections 'all staff' meetings and in the discussions between the employee and his/her line manager. We inform the people managers about the risks related to the activities and make sure they provide the right information to all the members of their

respective teams, including the duties of each employee. Consequently, the top management ensures a fair living wage for all employees, a safe and sustainable workplace to promote employees' wellbeing and the provision of useful resources for advanced efficiency. At SES, all employees and externals have a right to basic needs (water, food, rest, etc.).



## COMMUNICATION, EDUCATION AND TRAININGS

We share this charter with the SES personnel and external stakeholders.

We support the need of the next generation and provide training, activities and information to our staff, partners, supply chain, and end-users worldwide.

We exchange health and safety information with the personnel delegations and the health and safety delegates around the world. We encourage the personnel to provide ideas for improvement.

In a perspective of continuous improvement, this charter aims to increase awareness and adhesion to the framework that governs

Environmental, Health and Safety to all those who interact directly or indirectly with the company.

As a result of the company risk assessment, we provide the necessary training for our employees. We also provide dedicated training depending on the specific project/service activity which is foreseen. SES training catalogue for ESG and OH&S goes from an induction course for new employees to technical course (e.g. Introduction to UN sustainable development goals and ESG at SES, working at heights, electrical risk awareness etc.).



## IMPLEMENTATION, NORMS AND AUDITS

The SES Group implements this charter through a health and safety management system based on ISO45001. Health and safety processes for SES sites and activities are defined, documented, monitored and then internally audited following the annual internal audit plan. The SES Global Health & Safety Officer implements this charter by coordinating the OH&S activities and is the main contact person for OH&S topics.

At the same time, SES reports to the Global Reporting Initiative (GRI index), the Sustainability Accounting Standards Board (SASB Index) and endorsed the UN Global Compact (UNGC). SES ESG targets aim to complete Life Cycle Assessments (LCA)

on all SES products and fully understand the impact that our products and services have on Earth and in Space. The target is to complete this LCA by 2030. The company aims to also explore partnerships to develop innovative solutions and new technologies for space sustainability and to become certified by the Space Sustainability Rating by 2023. As a company, we have committed to a NetZero Target by 250 and are committed to sustainable waste management, renewable energy adoption, carbon footprint reduction, and metal depletion footprint. Various other aspects are integrated in all segments such as space situational awareness, space debris mitigation, space traffic management, etc. for the space segment.



## INTERESTED PARTIES

We inform all stakeholders (customers, suppliers, partners and public entities) implicated in our business about our Environmental, Health and Safety charter.

We ensure that subcontractors and other third parties involved in our projects/services have sufficient relevant information to the extent necessary to comply with our

environmental, health and safety policies. We make sure they have the necessary tools, skills and equipment for them to support us in realising their tasks.



# CHARTER ANNUAL REVIEW

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Learn more about our  
Environmental, Social and  
corporate Governance  
program on [ses.com](https://www.ses.com).

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**SES HEADQUARTERS**

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