



ALCATEL
SUBMARINE
NETWORKS

HSSE Requirements for Suppliers

Dear Supplier,

ASN is a global leader in undersea communications. Since 1858 when the first transatlantic cable was manufactured in Greenwich, up to Today with our Energy Solutions and Fiber Sensing businesses, our success has been built on two key foundations: a strong network of suppliers and the core values we uphold at every stage of our work - acting ethically and conducting business with integrity.

As we deliver subsea optical fiber networks worldwide, we depend on our suppliers to share our commitment to **Health, Safety, Security & Environment (HSSE)**, and ethical business conduct.

Our approach goes beyond connectivity - it is about doing so responsibly and sustainably, ensuring every project contributes positively to people and the planet.

HSSE is a top priority at ASN. We believe all incidents and losses are preventable. Protecting people and the environment is not only a management objective, but also the responsibility of every ASN employee, supplier, and contractor.

ASN overall goal is to ensure zero harm to people, zero harm to assets and zero harm to the Environment.

Maintaining world-class HSSE performance in all our activities is how we do business.

As a potential provider of services or goods to ASN, we would like to re-emphasize the importance that ASN places on these areas and to advise you that we have introduced even more stringent checks on such matters as we move forward.

To achieve this, ASN holds itself and its suppliers to the highest standards. Our HSSE related policies define the principles and expectations for all third parties, aligned with international standards and regulations.

Moving forward, ASN is placing even greater emphasis on HSSE performance.

This includes:

- Pre-contract evaluations of your HSSE arrangements
- Certification of HSSE management systems
- Robust HSSE risk management processes
- Enhanced HSSE focus during contract execution
- Regular reporting of HSSE performance data

It is also essential that your senior management demonstrates visible commitment to HSSE, driving continual improvement within your organization and across subcontractors.

ASN teams and site representatives will verify these arrangements, and we trust in your full cooperation.

As a minimum, ASN expects suppliers to:

- Comply with all applicable laws, regulations, contractual obligations, and ASN HSSE requirements
- Implement formal HSSE risk management covering all work activities and goods, ensuring risks are reduced to ALARP levels
- Develop and submit a contract-specific HSE plan and a security plan with all related documentation when required
- Report and investigate all incidents (accidents & near misses), and HSSE observations (unsafe acts/ situations)
- Develop and implement appropriate action plans in a timely manner
- Provide safe working conditions, proper resources, equipment, and adequate welfare facilities for all stakeholders including employees, subcontractors, and visitors

- Actively prevent pollution, reduce waste, GHG emission, and energy consumption, and promote recycling and reuse of materials
- Train, engage, and motivate employees to work safely and responsibly

HSSE performance is a decisive factor in contract award decisions and will be reviewed at project completion. Feedback will be shared to support continuous improvement for both ASN and your organization.

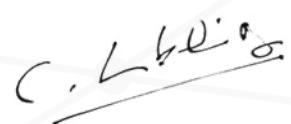
We are confident of your support in maintaining the highest HSSE standards when working with ASN.

Should you have any questions, please contact the ASN Purchasing Team or the ASN HSSE Team.



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