


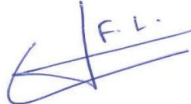


# AXON' Policy

## Our AXON' Policy

<b>Our vision</b>	We want to build a sustainable Company.			
<b>The consequence of our vision</b>	A sustainable Company needs long term partnership with all its relevant interested parties ( customers, employees, external providers, share holders and finance providers, collectivities, and authorities) and thus an Ethic, moral values, Corporate Social Responsibility and continuous improvement Endeavour.			
<b>Our customers</b>	In our core job of designing, developing and producing cables and interconnect solutions, our Company proposes to its customers products and services the most adapted to their present needs, and accompanies them towards the satisfaction of their future needs thanks to Co-Engineering. Our products and services shall satisfy four axis : advanced technology, thus innovative, irreproachable quality, fast and reliable lead-time, competitive global cost			
<b>Our employees</b>	Our company offers to its personnel appropriate working conditions aiming to protect their health and their safety. Its priority is to eliminate hazards and reduce risks. Its personnel is encouraged to innovate, recognized and rewarded for their efforts, and is able to get training during its career to ensure its employability within a technological change environment.			
<b>Our providers</b>	Our external providers, whether manufacturers or consultants, are associated to our projects, in order to ensure their own continuous improvement and to allow us to serve better our customers.			
<b>Our share holders</b>	Our share holders and our finance providers are associated in the long term to our strategic orientations, as their continuous participation will facilitate our long term strategic actions.			
<b>Our CSR</b>	Our Company has a citizen and ethical attitude through the respect of statutory , regulatory requirements and any other requirements. It is part of actions of general interest such as patronage, pupils' orientation, students' reception, associations, open doors ceremonies, power savings, protection of environment, and prevention of pollution that may arise from our activities. Our company preserves its continuity of activity by protecting our installations, our heritage, integrity and image of the company against any threat for safety.			
<b>SOLON, our continuous improvement plan</b>	Every year, we build and improve our continuous improvement plan called SOLON <sup>1</sup> , through seminars and meetings hold on regular basis. Our SOLON approach allows the Company to associate the employees to the preparation and explanation of the plan, to allocate the adequate resources to the actions. The deployment is made through the hierarchy of the Company and its efficiency is verified thanks to the recorded results.			
<b>Our QSE</b>	To ensure our continuous improvement plan benefits from the international standards contributions, we set up an Integrated Quality, Safety and Environment Management System based on the requirements of ISO 9001, IATF 16949, EN9100, ISO 13485, <b>ISO 45001</b> and ISO 14001			
<b>Our Companies</b>	AXON' CABLE SAS and DOMOCARE SAS			
<b>Signatories</b>	CEO	General Director	Quality & Environment Mgr	Safety Manager
				
	Joseph PUZO	Christelle OLIVIÉ	Agnès DEUWEL	François LEBOURCQ

<sup>1</sup> The name of our plan is a tribute to SOLON who strengthen the Greek economy and whose economical plan was written on wooden rotative boards called Axones of Solon.