

In accordance with our strategic objectives, defined to meet our ambitions and address the challenges APLIX faces, we are committed to implementing the human, financial, organizational and technical resources necessary to develop our sales and profitability, improve our operational performance by accelerating our transition to the industry of the future, strengthen the quality and safety of our products and ensure the responsible development of our company.

Developing products and services tailored to each customer

APLIX makes innovation a strategic priority. It anticipates customers' needs and expectations and offers them innovative fastening systems that meet the requirements and developments of technical markets. To meet the challenges of the future, the company develops new products using an eco-design approach that limits the use of sourced oil-based materials and increases the use of materials that are more recyclable. APLIX ensures compliance with current legal and regulatory obligations, the overall satisfaction of its customers and partners, and full user safety. To raise its profile and visibility, the company uses a wide range of communication tools, which may or may not be targeted depending on the objectives to be achieved.

Ensuring that our organization is consistent with our objectives and that everyone is involved

APLIX implements an organization adapted to the needs identified, whether they are linked to the strategic axes, the objectives set or the analysis of risks and opportunities. Measures to combat corruption and malice are applied at all levels of the company. Through training and support, everyone in their position develops their skills to guarantee the quality of their work and thus ensure the quality of our products and services. Developing fair and profitable working relationships with our partners is one of the major drivers of the CSR approach we have been pursuing for several years.

Making our actions part of a continuous improvement process

Everyone's roles and responsibilities are defined, and the necessary resources are allocated to maintain and continuously improve process performance. The management of the entire company is periodically monitored to ensure that our approach to progress is being effectively followed. APLIX consolidates and deploys its management system in accordance with the requirements of the Quality (ISO9001, IATF16949 -Automotive and BRCGS-Packaging certifications), CSR (ISO26000) and Environment (ISO14001) standards.

Putting people's health and safety at the heart of the organization

APLIX is fully committed to providing its employees with safe and healthy working conditions. Preventing any harm to physical and mental health is one of the priorities of our HSE approach, which aims to significantly reduce the risk of accidents and illness within our teams.

Promoting sustainable development

APLIX is committed to an environmental approach aimed at preventing and reducing the environmental impact of its products throughout their life cycle. It is committed to optimizing the use of natural resources, guaranteeing the management and origin of substances, controlling its energy consumption, reducing waste and improving its recovery.

These commitments and the associated objectives are reviewed annually by management to ensure that they are still relevant. I am counting on the involvement of each and every one of you to ensure the effective and efficient deployment of APLIX's Quality, Health & Safety and Environment policy.



Sandrine Pelletier

APLIX CEO
January 29, 2021