

Quality Safety Environment Policy

NYCO Group

The NYCO Group is an independent group, expert in the development and manufacture of high-performance lubricants and synthetic ester bases for Aeronautics, Defense, Industry and Automotive. It evolves in a complex and diversified international context which requires us to continually meet challenges to sustain our activity. Our management system, recognized by its certifications, is based on the values of our group which are:



- ❖ **Integrity**, a fundamental concept of our **Ethical charter**, requires **compliance with all the requirements** of our stakeholders in each jurisdiction in which we operate.
- ❖ **Team spirit** by **involving all employees** through the various processes on which our management system is based.
- ❖ **Perseverance** by leading a **continuous improvement** approach based on risk and opportunity management and precise monitoring of performance indicators.
- ❖ **Audacity** leads us **to develop** innovative and responsible products to constantly increase the **satisfaction of our customers** and stakeholders, while aiming for a drastic reduction in the group's carbon footprint.

In keeping with these values, and in alignment with our strategic vision of growth through innovation and internationalization while minimizing our environmental impact, summarized by the acronym RISE (Reach and Innovative and Sustainable Expansion), our quality approach is based on 4 critical strategic axes:

- An unparalleled customer experience thanks to an innovative offer and impeccable operational execution.
- Rigorous processes, communicated to all and optimized to adapt to the needs of our markets.
- Identification and compliance with legal and regulatory requirements as well as all requirements related to our activities and our environment including the prevention of potential pollution that may occur on site.
- A relentless effort to improve safety and health protection, energy performance and control of our environmental impacts by taking the environment into account in our research & development activities, as well as purchasing and manufacturing activities:
 - Targeted reduction of our carbon footprint by 40% by 2030.
 - Policy of purchasing raw materials with a low carbon footprint
 - Eco-design in the development of new products
 - Development of products with reduced toxicity & ecotoxicity

I pledge to implement this integrated management policy by providing the necessary means for this approach in the context of the group's sustainability.



Raphaël NADJAR – Directeur Général
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