

The CIS Group is committed to provide a healthy workplace that values and enhances the health and wellness of all employees.

Consequently, through its Integrated Excellence Management System (IEMS), the CIS Group *shall* incorporate the following principles by:

1. Establishing best practices for healthy eating, physical activity and wellness.
2. Increasing employee's knowledge and awareness on key health topics.
3. Promoting healthy eating and supporting employees in making healthy food choices.
4. Encouraging employees to take personal responsibility for their own health and wellness.
5. Encouraging employees to be more physically active by making provisions in the workplace for activity.
6. Promoting a smoke free workplace environment and supporting workers to quit smoking.
7. Engaging with other stakeholders to support employee's wellness through workplace good practices.
8. Identifying and complying with laws and regulatory requirements of the country of operation and other internationally recommended standards.

Yannick Morillon, CEO