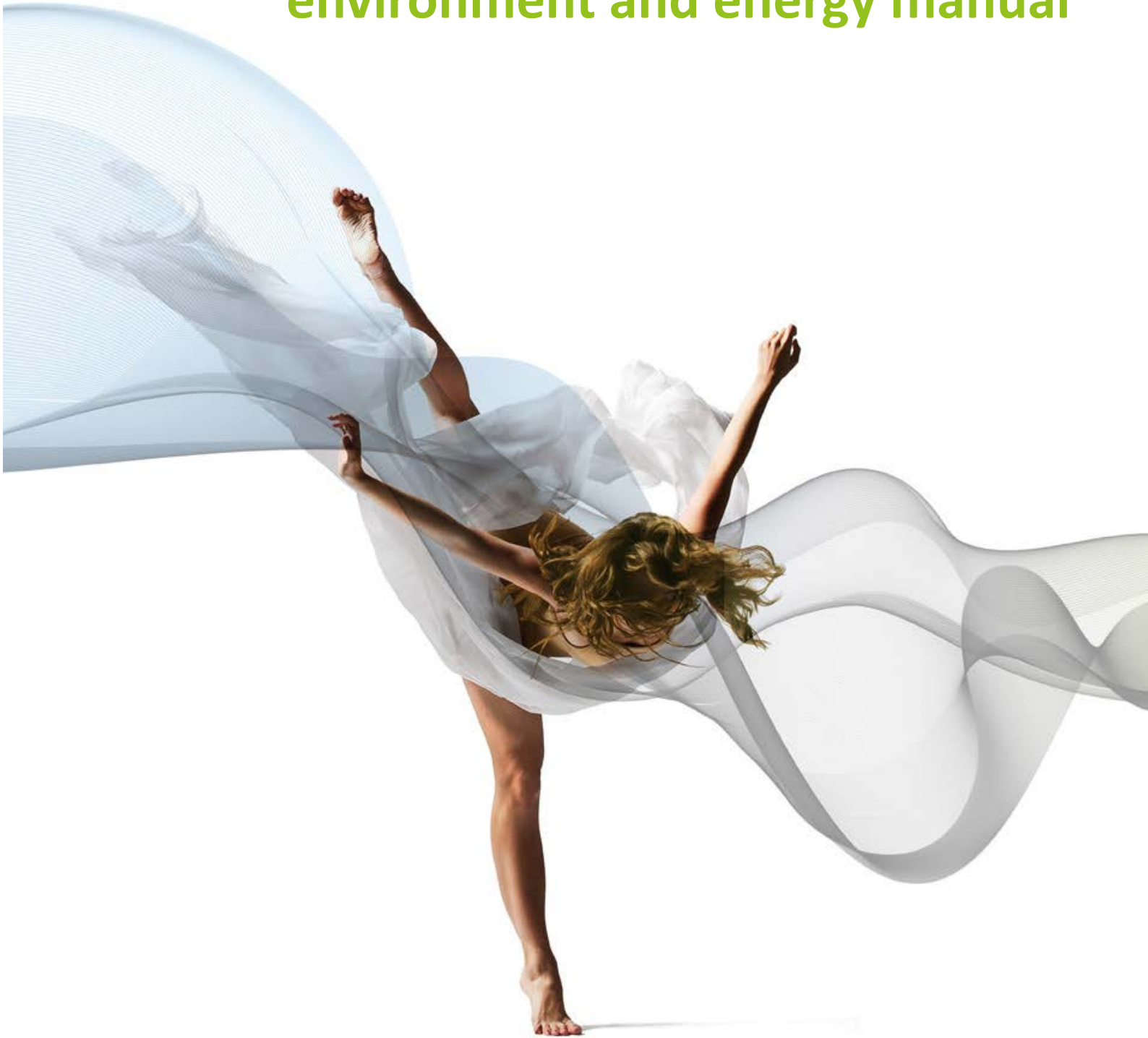


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# CHOMARAT

**quality, safety,  
environment and energy manual**



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## IDENTITY SHEET

### **CHOMARAT Textiles Industries**

39 avenue de Chabannes  
07160 Le Cheylard  
FRANCE  
Tel.: +33 4 75 29 81 00  
Email: info@chomarat.com

SAS with a capital of €17,510,910  
Siret 501 607 865 00018  
NAF code: 1320 Z  
VAT No. FR 42 501 607 865  
DUN No. 297775632

Operating third-party liability:  
AXA insurance policy No. XFR0050406LI for  
a cover amount of €15,000,000  
Liability after delivery:  
AXA insurance policy No. XFR0050406LI for  
a cover amount of €15,000,000



## About us

### The CHOMARAT Group

Founded in 1898, CHOMARAT is an independent family-owned industrial group. Faithful to the textile industry from where it originated, the Chomarar Group has developed extensive know-how based on strong human skills and a proficiency in complex technologies.

The Group is organised as four strategic business lines with broad expertise: Composites Reinforcements, Construction Reinforcements, Coatings & Films, and Garment Manufacturing. It is now present in 4 countries: France, Tunisia, USA and China, and employs around 1100 people.

Having emerged from the Chomarar family's entrepreneurial spirit, the Group cultivates its ability to undertake, diversify, anticipate future developments and seize opportunities. Its history is based on the enthusiasm and skills of several generations of employees.

Looking to the future, the Chomarar Group is committed to responsible development in harmony with its roots, environment and values: long-term vision, boldness, respect in relationships and diversity.

These intrinsic and enduring commitments are reflected in its investments, its products and in the relationships established with each of its partners.

### CHOMARAT in France

Chomarar Textiles Industries is centrally located in Ardèche. This subsidiary represents the Group's origin; it is unique in being the only one to have 3 strategic business lines: Reinforcements for Composite materials, Reinforcements for Construction materials, Coated textiles & Technical films.

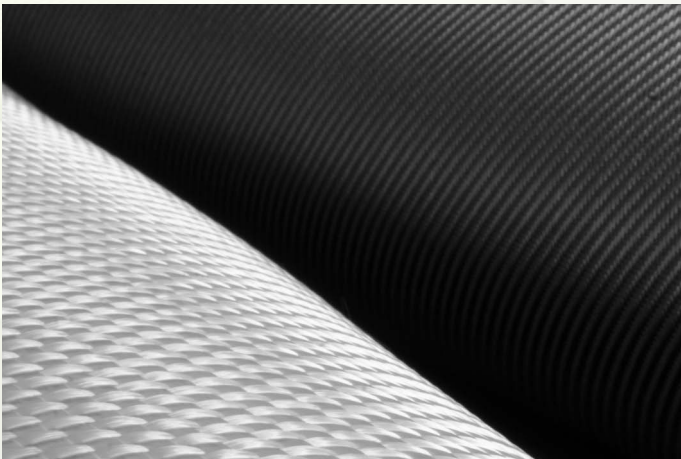
It also includes the Group's R&D, Purchasing and Executive Management activities.

In France, Chomarar employs over 400 people spread over 3 locations, with French operations generating two-thirds of Group sales.

## Our business lines

### Composites Reinforcements

CHOMARAT offers a unique range of solutions: multi-axial and complex fabrics associated with materials such as glass, aramid, and carbon. Its expertise and the quality of its high-performance reinforcements are recognised by manufacturers of composite parts in the transportation, automotive, energy, marine and sports equipment industries.



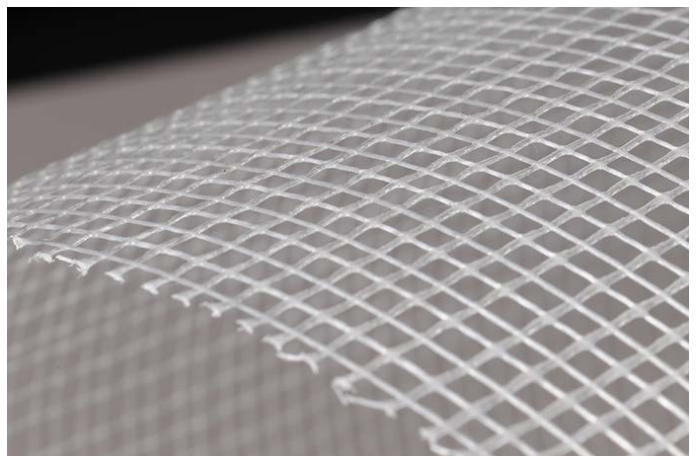
### Coatings & Films

Chomarat masters coating and extrusion technologies. Specialising in coated textiles for the automotive, luxury luggage, protective clothing and industrial sectors, it is also an expert in technical films for hot stamping.



### Construction Reinforcements

In the field of construction and civil engineering, Chomarat is an expert in scrim technology, which combines know-how in textiles and chemistry. CHOMARAT scrim reinforce roofing membranes, facades, roads, and allow the manufacturing of plaster- or cement-board. Epoxy carbon scrim reinforce precast concrete.



## Our certifications

Our three production sites in the Ardèche region are specialised by technology and cover all the Group's know-how.

### ISO 9001

Certificate number: 10000445395

Sites covered:

- 39, avenue de Chabannes 07160 Le Cheylard
- Route de Saint Jean Roure 07160 Le Cheylard
- Pont de Fromentières 07160 Mariac

### IATF 16949

Certificate number: 10000445396

IATF certificate: 0434050

Sites covered:

- 39, avenue de Chabannes 07160 Le Cheylard
- Route de Saint Jean Roure 07160 Le Cheylard

### ISO 14001

Certificate number: 10000448555

Sites covered:

- Pont de Fromentières 07160 Mariac
- Route de Saint Jean Roure 07160 Le Cheylard
- 39, avenue de Chabannes 07160 Le Cheylard

Site ICPE declaration subject to authorisation:

- Pont de Fromentières 07160 Mariac
- 39, avenue de Chabannes 07160 Le Cheylard

Site subject to authorisation:

- Route de Saint Jean Roure 07160 Le Cheylard

### ISO 50001

Certificate number: 10000448554

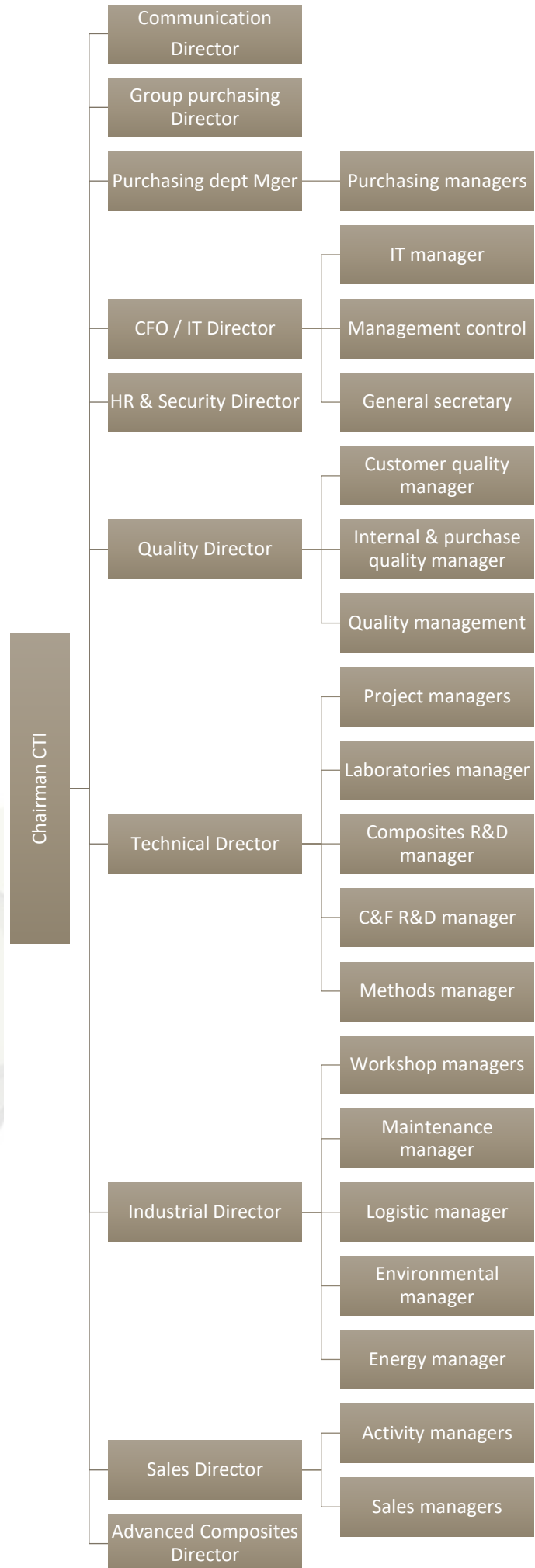
Sites covered:

- Pont de Fromentières 07160 Mariac
- Route de Saint Jean Roure 07160 Le Cheylard
- 39, avenue de Chabannes 07160 Le Cheylard

ECOVADIS



# Organisation







# Contacts

Chairman

**F. Troubat**

Sales Director

**P. Chomarat**

Chief Financial Officer

**R. Laurent**

Technical Director

**P. Sanial**

Quality Director

**P. Sanial**

Industrial Director

**J. Faure**

Human Resources & Security Head

**E. Decouvelaere**

Communications Head

**M. Faure**

Purchasing Department Manager

**V. Grigné**

Environment Manager

**L. Vérité**

Energy Manager

**J. Raeis**

Logistics Manager

**H. Dessus**

Maintenance Manager

**D. Barras**

## Management commitment

Since its origins in 1898, CHOMARAT has developed its activities on the basis of strong values and commitments.

As a family-owned company, Chomarar has a strategy to ensure that the company's heritage is passed on.

Its vision is to engage in sustainable, responsible and profitable development, benefiting all its stakeholders (customers, employees, suppliers, local population, etc.) and including social and environmental challenges.

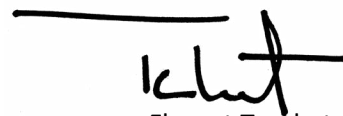
Chomarar undertakes to pay particular attention to:

- ensuring **sustainable profitability**, to ensure its long-term future
- adhering to **ethical and social values** and enforcing regulations
- promoting the **development of our employees** in accordance with our culture
- ensuring **health and safety** and providing a professional setting conducive to the personal development of all employees,
- reducing its **environmental impact** and promoting the **energy transition**
- **satisfying our customers** on a long-term basis and strengthening their trust.
- designing products with lower environmental impact through an **eco-design** approach
- perpetuating its **regional roots**,

This commitment is based on:

- a clearly defined organisation and strategic guidelines,
- a set of policies and procedures underpinning the company's management,
- the involvement and support of all employees,
- teamwork to achieve common goals,
- seeking continuous, permanent performance improvement.

**This is how CHOMARAT will write new pages in its history.**



Florent Troubat, Chairman





## Scope

The scope of our EEnHSQMS applies to all products offered by Chomarat Textiles Industries, including design.

We have 3 business lines: Reinforcements for Composite materials, Reinforcements for Construction materials, Coated textiles & Technical films.

These business lines are spread across 3 sites:

- **The Mariac site** is dedicated to the business lines relating to Composites Reinforcements and Construction Reinforcements,
- **The La Gare site** is dedicated to the Composites Reinforcements business line
- **The Chabannes site** is dedicated to the Coatings & Films business line and is also our company headquarters.

External and internal challenges relevant to the EEnHSQMS and initiatives to address identified risks and opportunities for improvement are taken into account.

To establish the scope of our management system, we take into account:

- External and internal challenges
- Meeting compliance obligations
- Stakeholder requirements
- Our products

The "Manage information system" process is outsourced.



## Roles, responsibilities and authorities

### Responsibilities

Individual roles and responsibilities are defined in the following sections:

- Organisational chart
- Position definition sheets
- Skills matrix and versatility

### Quality function

The CTI Chairman appoints a **Quality Head** whose role is to:

- Define quality system standards applicable to all business lines, with a view to efficiency, clarity and simplicity,
- Direct CTI's quality management system towards continuous improvement,
- Ensure that the EEnQMS is implemented and maintained in accordance with Management's standards and commitments.

### Environment and energy functions

The CTI Chairman appoints an **Environment Manager** and an **Energy Manager** whose role is to:

- Define Environment/Energy standards applicable to all business lines, with a view to efficiency, clarity and simplicity.

### Safety function

The CTI Chairman appoints a **Safety Head** whose role is to:

- Ensure that health and safety management is implemented and maintained in line with Management's commitments and the health and safety policy.



## Internal/external communication

### External communications

#### Promoting Chomarat's corporate image and visibility

- Website
- Social networks: LinkedIn
- Press releases
- Corporate brochure
- Participation in trade fairs and conferences, defined yearly based on the strategy
- Webinar

#### Developing communication and promotional tools for existing solutions

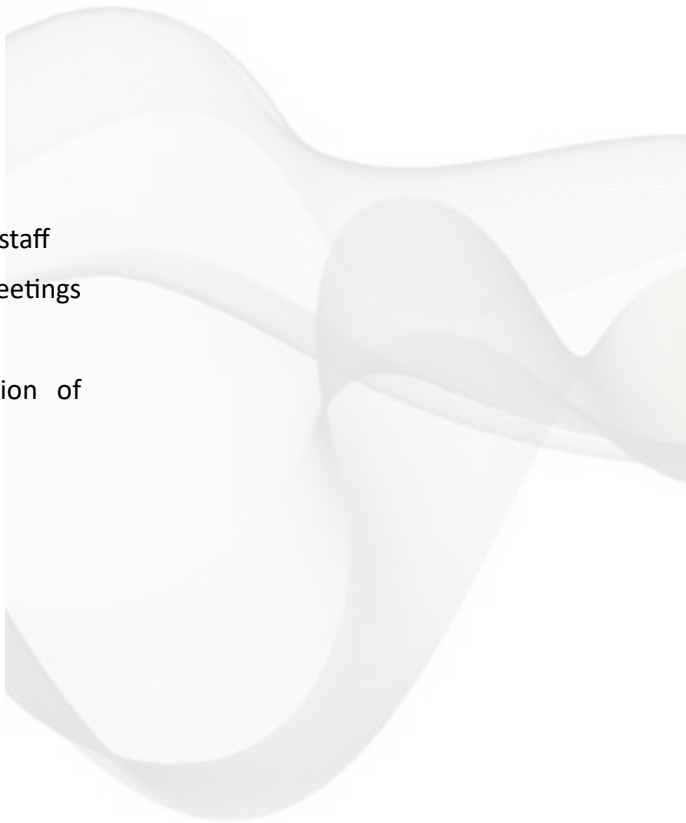
- Creation and updating of product sheets and product selection guides
- Catalogue preparation

### Internal communication

#### Disseminating information

- Meetings (1 to 2 times a year) with all managers
- Meetings (1 to 2 times a year) with all non-managerial staff
- Monthly bulletins: support for monthly management meetings
- Communication panels: News, workshop life, notes...
- SharePoint: distribution of information and provision of documents.
- In-house newsletter

#### Communicating with teams

- Steering Committee: once a week
  - Management Committee: once a week
  - Management review: 4 times per year
  - Process review: once a year for each process
  - Monthly meetings: department/team meeting
  - Production bulletin in the workshop: weekly
  - Passing on instructions: daily
- 




## QSEEn Integrated management system

This manual describes the management system in place at **Chomarat Textiles Industrie (CTI)**

This includes:

- **Quality management:** covers IATF 16949, ISO 9001 and customer requirements.
- **Environmental management:** covers the requirements of ISO 14001 standards in line with regulatory requirements.
- **Energy management:** covers the requirements of ISO 50001 standards in line with regulatory requirements.
- **Safety management** is an integral part of CTI's management system, alongside quality, the environment and energy. Safety management is not subject to certification, but is governed by compliance with health and safety policy, procedures and regulatory requirements.

These 4 systems are combined in a single QSEEn management system.



Stakeholders considered relevant to CTI and their expectations are identified within the "Strategic and operational management" process and reviewed yearly during management and process reviews. We consider a stakeholder to be anyone who has at least one requirement with respect to our company.

Internal and external stakeholders fall into the following categories:

- Customers
- Employees and social partners
- Shareholders
- External service providers
- Public bodies and authorities
- Local population
- Partners: economic, regional, financial, etc.

## Stakeholders- PIP

## Context, risks and opportunities

### PESTEEL method

We take into account the internal and external challenges that influence our ability to achieve our quality, environmental and energy goals. For this reason, these challenges are regularly reviewed during management reviews, process reviews and in-house audits. The context, risks and opportunities relating to all CTI activities are analysed and managed within the strategic and operational steering process.

External and internal challenges are broken down into 7 areas:

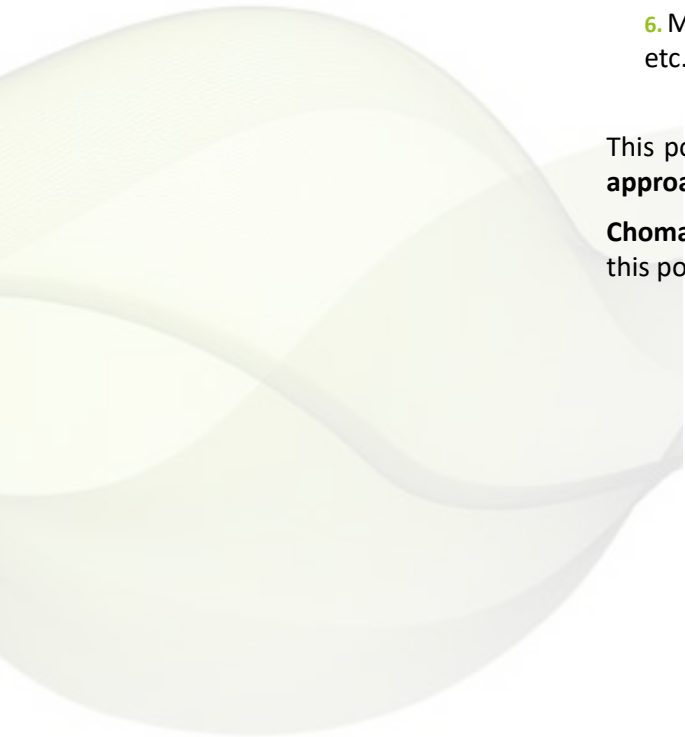
- Policy
- Economical
- Socio-cultural
- Technological
- Environmental
- Energy
- Legal



## Quality policy

Through its Quality policy, Chomarat Textiles Industries expresses its commitment to lasting customer satisfaction.

1. Develop **solutions tailored** to our customers' needs as part of a sustainable, **environmentally-friendly** partnership.
2. **Achieve full control over our processes** through reliable industrial resources and optimised work standards. (industrialisation of resources)
3. **Develop our teams** towards a high level of qualifications and versatility through tailored training plans.
4. **Use teamwork** to solve problems, using a methodical and fact-based approach in the field: alert, share, resolve, verify.
5. Achieve full control over the **quality of raw materials** (approach to suppliers: development, etc.)
6. Meet product regulatory requirements (Reach, RoHS, SVHC, etc.)



This policy is implemented as part of a **continuous improvement approach**.

**Chomarat Textiles Industries** ensures that all its teams adhere to this policy.



Florent Troubat, Chairman



Chomarat Textiles Industries aims to achieve zero accidents through a continuous improvement approach that promotes systematic teamwork and encourages all employees to **act in an exemplary way**.

## Health and safety policy

1. Systematically identify, assess, reduce and **prevent risks** of all kinds (including health risks) by involving all teams in a spirit of responsible, virtuous behaviour.
2. **Replace any** materials having a **potential detrimental impact on health** (CMR, SVHC, etc.) present in our formulations.
3. Achieve full control over and **reduce exposures harmful** to the health of employees and local residents.
4. Ensure the sustainability of our **safeguarding and emergency plans**.
5. Improve the **ergonomic design** of work stations.
6. Incorporate health and safety constraints in **projects** and in our **purchasing** criteria.
7. Improve health and safety **behaviour** by raising awareness and training staff, in particular new recruits and staff changing jobs.
8. Supervise **external contractors** .
9. Tackle the problem of **alcohol and drugs**.
10. Ensure that workshops are kept **clean and tidy**.
11. **Inform our customers** about the use and composition of our products.



Florent Troubat, Chairman

## Environmental and energy policy

This policy aims to **minimise the environmental impacts** and **energy consumption** resulting from our activities, protect natural resources and ensure common well-being.

1. Meet our **environment and energy compliance obligations**.
2. Develop our employees' **responsible and virtuous behaviour** in terms of the environment and energy, through awareness-raising and training.
3. Through our responsible purchasing policy, include in our materials, equipment and services **purchasing criteria** the concept of **environmental impact** and **energy performance**.
4. Actively commit in all our activities to **preventing** pollution, eliminating hazardous substances and contributing to decarbonizing our industrial processes.
5. **Reduce** the quantity of **waste** and improve its **recycling** through final waste recycling projects.
6. Encourage the **design** of products and processes to improve our environmental and energy performance, and take recyclability (upstream and downstream reuse of materials) into account.
7. Reduce our **greenhouse gas emissions** by 50% by 2030. (scope 1+2 versus 2019)
8. **Reduce** our energy consumption and give priority to **low-carbon energies**.
9. **Achieve full control over** and **reduce** our water consumption.

This policy is based on goals and targets that are reviewed yearly, and is part of a continuous improvement process.



Florent Troubat, Chairman

Aware of the value of people and our responsibility for the well-being of our employees, we pay particular attention to the development of skills, non-discrimination and fair treatment.

Our actions aim to promote the development of our employees.

1. We work to develop **skills** and support the increase in qualifications of our teams through a tailored training plan and the development of versatility.
2. Develop the **autonomy** and **empowerment** of employees.
3. Foster **work commitment** and **pride in working for the company** while maintaining a **healthy work/life balance**.
4. Ensure the **passing on of know-how** in particular by encouraging the recruitment of young people.
5. Promote the **participation of women** in the different jobs and at the different levels of the organisation.
6. Ensure **equality between men and women**, in terms of recruitment, remuneration, in-house promotion and access to training.
7. Maintain **constructive social dialogue**.



HR policy



Florent Troubat, Chairman

## Ethical commitment

Chomarat Textiles Industries is committed to adhering to the principles of sustainable and responsible development, based on ethics, human capital development, health and safety protection and environmental preservation.

CHOMARAT guarantees human rights, working conditions, data protection and business integrity.

It is based in particular on the following rules and conventions:

1. The **United Nations Universal Declaration of Human Rights**.
2. The **International Labour Organization (ILO) Fundamental Conventions**.
3. The **Organisation for Economic Co-operation and Development (OECD) Guiding Principles**.
4. The rules of conduct of the **International Chamber of Commerce**.
5. Legislation and regulations regarding **competition law**.
6. Legislation and regulations regarding **corruption** (Sapin II).
7. The **General Data Protection Regulation (GDPR)**

Chomarat Textiles Industries ensures that these rules are applied through its Ethics Charter and its [anti-corruption code of conduct](#), and also calls on its suppliers to comply with them.



Florent Troubat, Chairman

Our Responsible Purchasing policy is part of our CSR approach. Its aim is to encourage the acquisition of products and services offering the best quality, energy and environmental performance throughout their life cycle.

## Responsible purchasing policy

The Responsible Purchasing policy aims to:

1. Ensure the acquisition of products:
  - minimising health risks and ensuring employee safety
  - minimising the consumption of natural resources
  - limiting the volume of waste and its treatment
  - promoting low-impact, carbon-free transport
2. Include **recycled**, **recyclable** or **bio-sourced** products and materials.
3. Encourage purchases from local businesses and communities to participate in **regional economic support** and reduce the impact of transport.
4. Favour eco-labelled purchases and **suppliers certified to ISO 14001, ISO 50001 or equivalent**.
5. Develop and maintain mutually beneficial relations with economic operators.
6. Create privileged, lasting relationships with our suppliers, so that they adhere to our values and ethical commitments.

This policy is deployed with our partners through the [responsible purchasing charter](#).



Florent Troubat, Chairman

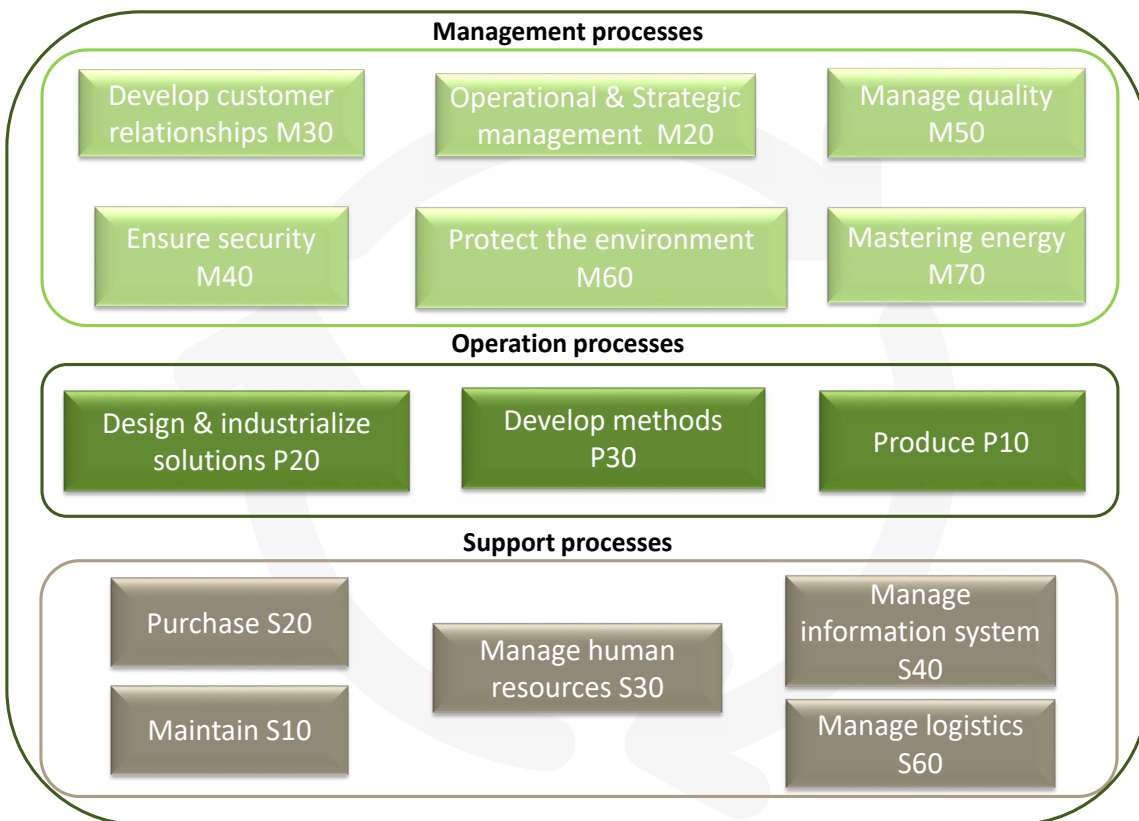
# Mapping of processes and their interactions

**Management processes:** describe the actions required for quality management, and contribute to CTI's supervision by Management.

**Operational processes:** Correspond to CTI's main activities, i.e., its core business.

**Support processes:** Correspond to activities to support operational processes by providing the resources required to help them run smoothly.

Listening to the needs and expectations of stakeholders - context



stakeholders - context



Process supervisors are responsible for coordinating and developing their processes. Process supervisors ensure that the process is consistent with customer requirements, relevant stakeholders and the company's internal and external challenges.

They are responsible for ensuring that the general goals derived from the strategic priorities set by Management are implemented at process level.

They are responsible for ensuring the effectiveness and efficiency of their processes, in particular by assessing the resources allocated and monitoring process indicators.

They ensure that the process adapts to changes in its outside environment.

They report on performance and operational results at management and process reviews.



All EEnQS system documents are managed in SharePoint / Document System. Quality management procedures supplement the provisions of the Quality, Safety, Environment and Energy Manual. Quality documents are supplemented by forms and records (e.g. NC table, qualification sheet, in-house verification report, etc.).

The documents are drawn up for the most part by the staff involved in the business line in question, based on their know-how and experience, and on regulatory requirements.

Technical documents are specific to each activity.

Types of technical documents:

- Work instructions
- Technical documents
- Verification instructions
- Other

## Customer receptiveness / Satisfaction

It is mainly based on the following items:

- Direct feedback from customers,
- Customer audits and assessments,
- Complaint handling,
- Participation in exhibitions
- A satisfaction indicator containing quality and logistics performance results

## Indicators / audits / management review / process review / action tracking (PDCA)

Each process is defined by:

- One or more goals
- One or more Key Process Indicators (KPI)
- A supervisor
- Input and output data
- Specific knowledge

This is documented in this quality manual and in the process control system available in the Cloud. Each process is reviewed once a year by the relevant supervisor. Information is documented in the management review and process reviews.

All processes are audited every 3 years.

## Monitoring, assessment and improvement of the EEnHSQMS

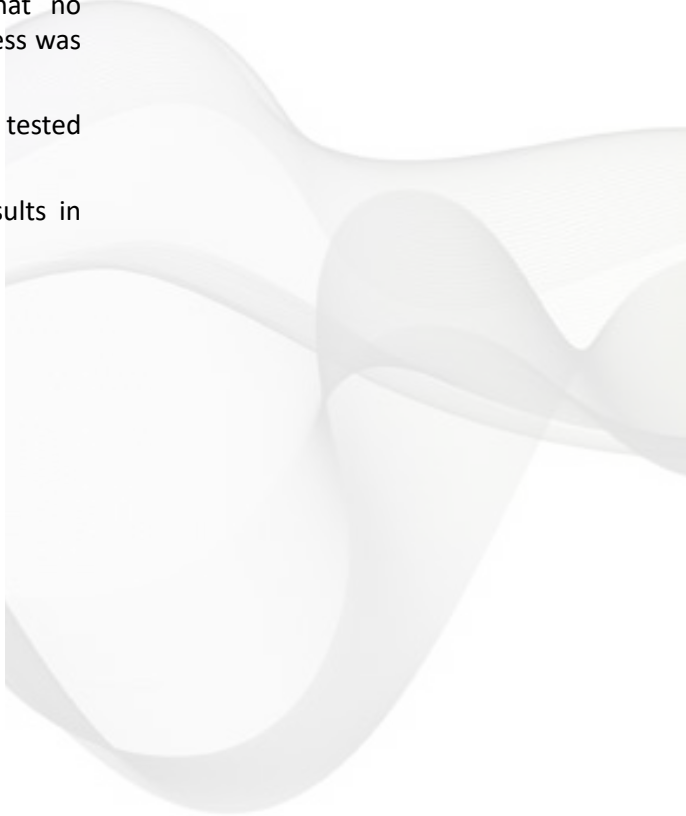


## Outsourced IS processes

The "Manage information system" process has been outsourced since January 2012.

- IT infrastructure management: IT infrastructure management is outsourced to a specialised service company. Servers are hosted in two datacenters in the Lyon region.
- WAN/MPLS communications networks are managed by a specialised service company. The main links are redundant and subject to a guaranteed restoration time.

Process control is ensured by:

- Contracts signed with the service providers, defining roles, responsibilities and commitments to results.
  - The performance of each provider's management systems has been checked by field audits.
  - Incident handling procedures are in place to minimise operational disruption.
  - Monthly tracking indicators are used to check that no deviations occur (the same indicators as when the process was managed in-house).
  - Equipment is safeguarded by redundancy which is tested periodically (business continuity plan).
  - Troubleshooting by CTI's in-house IT department results in more efficient handling of incidents.
- 

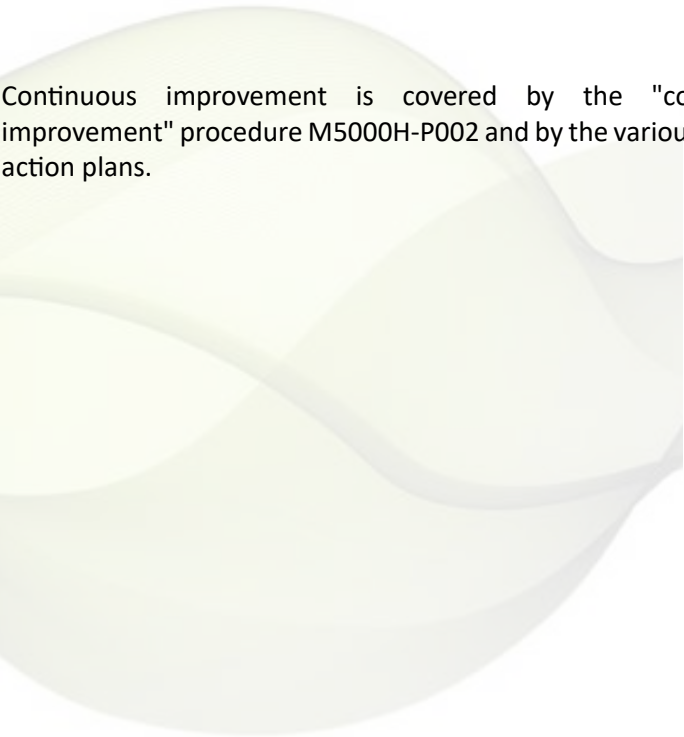


## Handling of customer-specific requirements

A matrix is used to summarise the specific requirements of all our customers.

This matrix is filled in by the quality department and the project team (change requests, new projects, etc.).

Our auditors are aware of our customers' specific requirements to allow them to refer to them during audits.



Continuous improvement is covered by the "continuous improvement" procedure M5000H-P002 and by the various process action plans.



## Continuous improvement

# ISO 9001- IATF 16949 / Process correspondence table

ISO 9001-IATF 16949	Procedure Other documents:	Processes
<b>4. Organisation context</b>		
4.1 Understanding of the organisation and its context	Pestel risk analysis table	All
4.2 Understanding of the needs and expectations of stakeholders	Table of relevant parties	All
4.3 QMS field of application	Quality manual	M50
4.4 Quality management system and its processes	Identity card / supervision	M50
<b>5. Leadership</b>		
5.1 Leadership and commitment	Management commitment	M20
5.2 Policy	Quality policy	M20
5.3 Roles, responsibilities and authorities within the organisation	Position definition / Flowcharts	S30
<b>6. Schedule</b>		
6.1 Actions to be taken to address risks and opportunities	Pestel risk analysis table	All
6.2 Quality goals and scheduling of steps to be taken to achieve them	Management reviews / Process supervision	M20
6.3 Scheduling of changes	Management review / Record of QMS changes	M50
<b>7. Support</b>		
7.1 Resources	Human resources	S30
7.2 Skills	Manage skills – Training	S30
7.3 Awareness raising	Human resources – Communications	S30 – M20
7.4 Communication	Quality Manual – Communication	M20-M50
7.5 Documented information	Document management	M50
<b>8. Operation</b>		
8.1 Scheduling and operational control	Manufacture	P10 – M60
8.2 Requirements relating to products and services	Manage customer requirements	M30
8.3 Design and development of products and services	Design – Industrialise – new resources	P20 – P30
8.4 Control of processes, products and services supplied by external service providers	Purchase – Manufacture – Audit	S10 – S20 – S40 -S50- S60
8.5 Production and service provision	Manufacture – Deliver – Maintain	P10- S10 – S60
8.6 Release of products and services	Manufacture – Logistics	P10- S60
8.7 Control of nonconforming outputs	Manage nonconformities	M50
<b>9. Evaluating performance</b>		
9.1 Monitoring, measurement, analysis and assessment	Process management	All
9.2 In-house audit	Audit	M50
9.3 Management review	Management Review	M20 – M50
<b>10. Improvement</b>		
10.1 General	Process management	All
10.2 Nonconformity and corrective action	Process management	All
10.3 Continuous improvement	Continuous improvement	M50



# CHOMARAT

Chomarat Textiles Industries

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FRANCE

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