

CHOMARAT

Anchored in the future

quality, safety, environment and energy manual



Table of contents

About us	3
Our business lines	4
Our certifications	5
Organization	6
Contacts	7
Management commitment	8
Scope	9
Roles, responsibilities and authorities	10
Internal/external communication	11
Stakeholders- PIP	12
Context, risks and opportunities	13
Quality policy	14
Quality, health and safety policy	15
Environment and energy policy	16
Social and ethical policy	17
Responsible purchasing policy	18
Mapping of processes and their interactions	19
Process supervisors	20
Documentation (management)	20
Customer receptiveness/satisfaction	21
Monitoring, assessment and improvement of the EEnHSQMS	21
Continuous improvement	21
Outsourced IS processes	22
Handling of customer-specific requirements	22

IDENTITY SHEET

Chomarat Textiles Industries

39 avenue de Chabannes
07160 Le Cheylard
FRANCE
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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 Chomarat Group has developed extensive know-how based on strong human skills and a proficiency in complex technologies.

The Group is organized in 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 Chomarat 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 Chomarat 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

Chomarat Textiles Industries (CTI) 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.

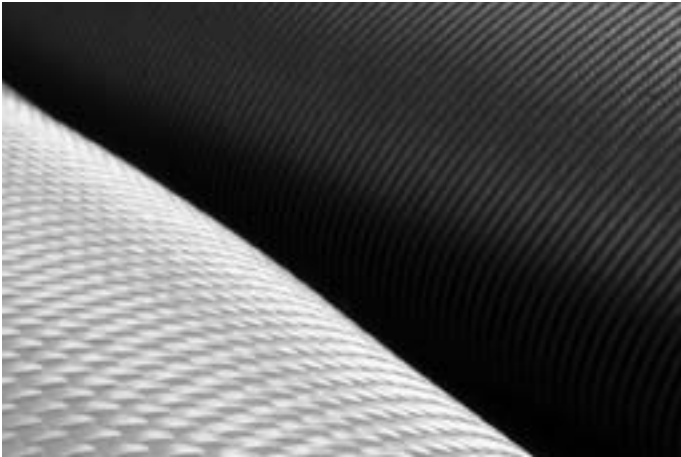
In France, Chomarat employs over 400 people distributed across 3 locations, with French operations generating two-thirds of Group sales.



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 recognized by manufacturers of composite parts in the transportation, automotive, energy, marine and sports-equipment industries.



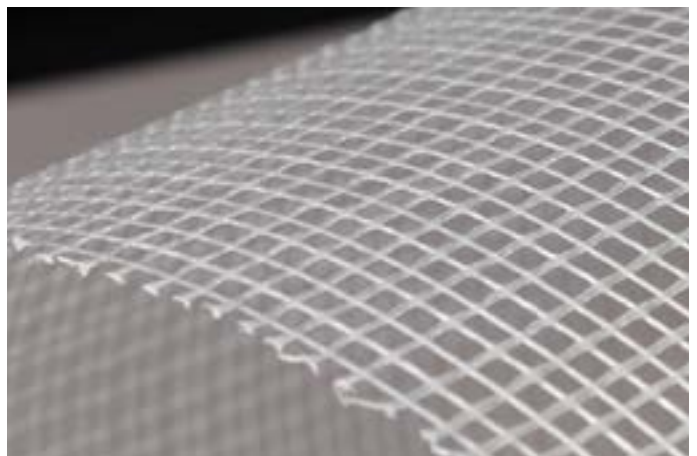
Coatings & Films

Chomarat masters coating and extrusion technologies. Specializing 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 scrims reinforce roofing membranes, facades, roads, and allow the manufacturing of plaster- or cement-board. Epoxy carbon scrims reinforce precast concrete.



Our certifications

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

ISO 9001

Certificate number: C652385

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: 0460581

Sites covered:

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

ISO 14001

Certificate number: : C652390

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 authorization:

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

Site subject to declaration:

- 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

CCHOMARAT TEXTILES INDUSTRIES SAS has earned a Silver Medal, a recognition awarded to the Top 15% of companies assessed by EcoVadis in the 12 months prior to the medal issue date. It reflects the quality of the company's sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain.



ISCC PLUS



Organization





Contacts

General Manager

P. Sanial

Director of Coatings & Films activities

C. Raeis

Director of Composite reinforcements & Construction activities

J. Chomarar

Administrative & Financial Director

S. Clédat

R&D Director

J. Maupetit

Quality Director

C. Courbon

Director of Health, Safety, Environment, Energy, and New Building Works

J. Faure

Human Resources Director

E. Decouvelaere

Communications Director

M. Faure

Purchase Manager

V. Grigné

Environment Manager

L. Vérité

Energy Manager

J. Raeis

Supply Chain Director

H. Dessus

Maintenance Director

C. Courbon

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, Chomarat 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 communities, etc.), also addressing social and environmental challenges.

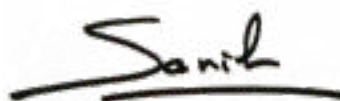
Chomarat undertakes to pay particular attention to:

- 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 organization and strategic guidelines.
- A set of policies and procedures underpinning the company's management.
- The involvement and support of all employees.
- The encouragement of teamwork to achieve common goals.
- Seeking continuous and permanent performance improvement.

This is how Chomarat will write a new page in its history.



Philippe Sanial, General Manager

Scope

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

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

These business lines are distributed 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.

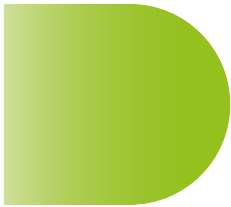
External and internal challenges relevant to the EEnHSQMS and initiatives to address identified risks and opportunities for improvement are taken into account.

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:

- Organization chart.
- Job-description sheets.
- Skills matrix and versatility.

Quality function

The CTI Chairman appoints a **Quality Director** 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 Director** 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

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: 3 times per year.
- Process review: once a year for each process.
- Monthly meetings: department/team meeting.
- Coordination points: 2 to 5 times per week as needed. Production bulletin in the workshop: weekly.
- Passing on instructions: daily.

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.

Developing communication and promotional tools for existing solutions

- Creation and updating of product sheets and product selection guides.
- Samples books.

QSEEn Integrated management system

This manual describes the management system in place at **Chomarat Textiles Industries (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.
- **Sustainability management according to the ISCC PLUS standard** is integrated into CTI's management system in the same way as quality, environment, energy, and safety. The ISCC PLUS approach is not a standalone certification, but forms part of the company's ongoing commitments to traceability, responsible resource use, and compliance with the requirements of the sustainability scheme. It is based on the implementation of the ISCC PLUS policy, adherence to procedures, and the reliability of the data collected.

These systems are combined in a single QSEEn management system.

Stakeholders - PIP

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.

Context, risks and opportunities

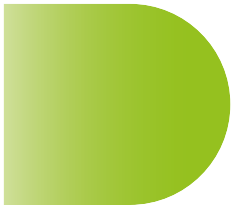
PESTEL analysis

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 analyzed and managed within the strategic and operational steering process.

External and internal challenges are broken down into 7 areas:

- Political.
- Economic.
- Social.
- Technological.
- Environmental .
- Energy.
- Legal.





Quality policy

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

Our quality policy applies to all Chomarat Textiles Industries employees. It aims to increase customer satisfaction, and concerns all staff, service providers and subcontractors. This policy is implemented as part of a **continuous-improvement approach**.

Our commitments:

1. Develop solutions tailored **to our customers' needs as part of a sustainable**, environmentally-friendly partnership.
2. **Achieve full control over our processes** by ensuring the reliability of our industrial resources and optimizing work standards.
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. Control the **quality of raw materials**.

We will meet our commitments through specific objectives:

- Achieve a customer satisfaction rate at 85%.
- Establish a non-quality rate that is below 1,1%.
- Reach an 85% internal audit compliance rate.

Management has appointed a quality team to oversee the implementation of this policy.

This policy is regularly updated and any changes will be communicated to interested parties.

Philippe Sanial, General Manager

Health and safety policy

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**.

Our health and safety policy applies to all Chomarat Textiles Industries employees. It aims to protect all employees, contractors, subcontractors and users.

Our commitments:

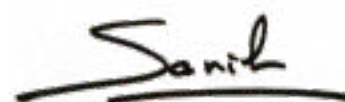
1. Systematically identify, assess, reduce and **prevent risks** of all kinds (including health risks) by involving all teams in a spirit of responsible, virtuous behavior.
2. Ensure the robustness of our **safeguarding and emergency plans**.
3. Improve the **ergonomic design** of work stations.
4. Improve health and safety **behavior** by raising awareness and training staff, in particular new recruits and staff changing jobs.
5. Tackle the problem of **alcohol and drugs**.
6. Maintain a safe and orderly working environment in all premises (by maintaining an optimal level of cleanliness and tidiness to prevent the risk of accidents).
7. Incorporate health and safety constraints in **projects** and in our **purchasing** criteria.
8. Monitor and **reduce exposures harmful** to the health of employees and local residents.
9. Ensure compliance with safety and operating rules for **external contractors**.
10. **Integrate customers' restricted materials** lists at the design stage and ensure their effective communication to suppliers..
11. **Substitute** products (CMR, SVHC...) present in our formulations that could potentially **impact the health** of employees and users.
12. **Inform our customers** about the use and composition of our products through User Information Sheets.

We will meet our commitments through specific objectives:

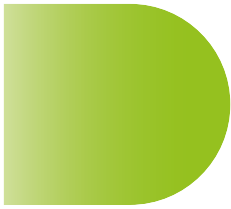
- Aim for 0 lost-time accidents by 2030.
- Achieve a sustainable frequency rate of less than 8 and a severity rate of less than 0.5 by 2030.
- Ensuring that no new CMR-classified products are introduced.

A safety team has been appointed and, with the support of the R&D department, is in charge of enforcing and supervising the implementation of this policy.

This policy is regularly updated and any changes will be communicated to interested parties.



Philippe Sanial, General Manager



Environment and energy policy

Chomarat Textiles Industries is committed to carrying out its activities in a responsible and sustainable manner, with the aim of reducing environmental impact and energy consumption, preserving natural resources and adapting to climate change.

Our policy concerns all activities and applies to all employees of Chomarat Textiles Industries service providers and subcontractors. This policy is implemented as part of a **continuous-improvement approach**.

Our commitments:

1. Meet our **environmental and energy compliance obligations**.
2. Develop our employees' **responsible and virtuous behavior** 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. Promote **the circular economy** and **packaging reuse**.
7. Encourage the **design** of products and processes to improve our environmental and energy performance, and take into account product recyclability and end-of-life handling (upstream and downstream reuse of materials).
8. Reduce our **Greenhouse Gas emissions**.
9. **Reduce** our energy consumption and give priority to **low-carbon energies**.
10. **Control** and **reduce** our water consumption.

We will meet our commitments through specific objectives:

- Reduce our Greenhouse Gas (GHG) emissions by 50% by 2030 (scope 1+2 versus 2019).
- Reduce energy intensity by 35% by 2030, taking 2019 as the reference year (on a like-for-like basis).
- Achieve 75% eco-designed projects out of all projects by 2030.
- Aim to reduce the proportion of waste sent to landfill to less than 6% of the total volume of quantities produced, using 2019 as a benchmark.

Management has appointed an environment and energy team to oversee the implementation of this policy.

This policy is regularly updated and any changes will be communicated to interested parties.

Philippe Sanial, General Manager

Social and ethical policy

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. Chomarat ensures respect for human rights, quality working conditions and business integrity.

Our policy applies to all Chomarat Textiles Industries employees. It concerns all staff, service providers and subcontractors. This policy is implemented as part of a **continuous-improvement approach**.

Our commitments:

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. Promote the participation of women in the different jobs and at the different levels of the organization.
5. Ensure equality between men and women, in terms of recruitment, remuneration, in-house promotion and access to training.
6. Maintain **constructive social dialog**.
7. Ensure **that there is no discrimination of any kind** within the company, or among service providers and subcontractors.
8. Offer all employees high-quality **social protection**.
9. Maintain a work environment in which the dignity of people is respected: **All forms of harassment are prohibited**.
10. Prohibit **child labor** and **forced labor**.
11. Ensure that everyone receives a **decent salary** in line with what is practiced in our region and in our profession.
12. Demand compliance with the **Anti-Corruption Code of Conduct** from all employees and partners.

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

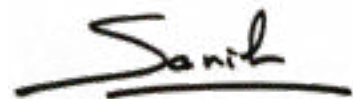
- The United Nations Universal Declaration of Human Rights.
- The International Labour Organization (ILO) Fundamental Conventions.
- Legislation and regulations regarding corruption (Sapin II).
- The General Data Protection Regulation (GDPR).

We will meet our commitments through specific objectives:

- Maintain a workforce turnover rate of around 5%*.
- Ensure a versatility rate of 50% in production.
- Achieve 80% of our stakeholders (customers and suppliers) adhering to an ethical approach by 2030.

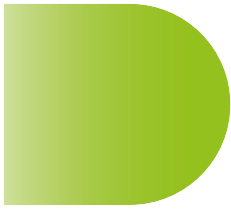
Management has appointed an HR team to oversee the implementation of this policy.

This policy is regularly updated and any changes will be communicated to interested parties.



Philippe Sanial, General Manager

*[(Number of departures in year N + number of arrivals in year N) / 2] / Headcount at January 1 of year N.



Responsible purchasing policy

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.

Our policy applies to all Chomarat Textiles Industries employees. It concerns all staff, service providers and subcontractors. This policy is implemented as part of a **continuous-improvement approach**.

Our commitments:

1. Ensure the purchasing of products with the aim of:
 - Minimizing health risks and ensuring employee safety.
 - Minimizing the consumption of natural resources.
 - Limiting the volume of waste and its treatment.
 - Promoting low-impact, carbon-free transport.
2. Integrate recycled, recyclable or bio-sourced products and materials.
3. Encourage purchasing from local businesses and communities to participate in regional economic support and reduce the impact of transport.
4. Favor eco-labeled purchases and suppliers certified 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.

We will meet our commitments through specific objectives:

- Ensure that 95% of our raw-materials suppliers have signed our [responsible purchasing charter](#) or are committed to environmental action.
- Achieve 65% ISO 14001-certified suppliers.
- Reach 70% of general expenses turnover with suppliers located within a 100 km radius around Le Cheylard.

Management has appointed a purchasing team to oversee the implementation of this policy.

This policy is regularly updated and any changes will be communicated to interested parties.

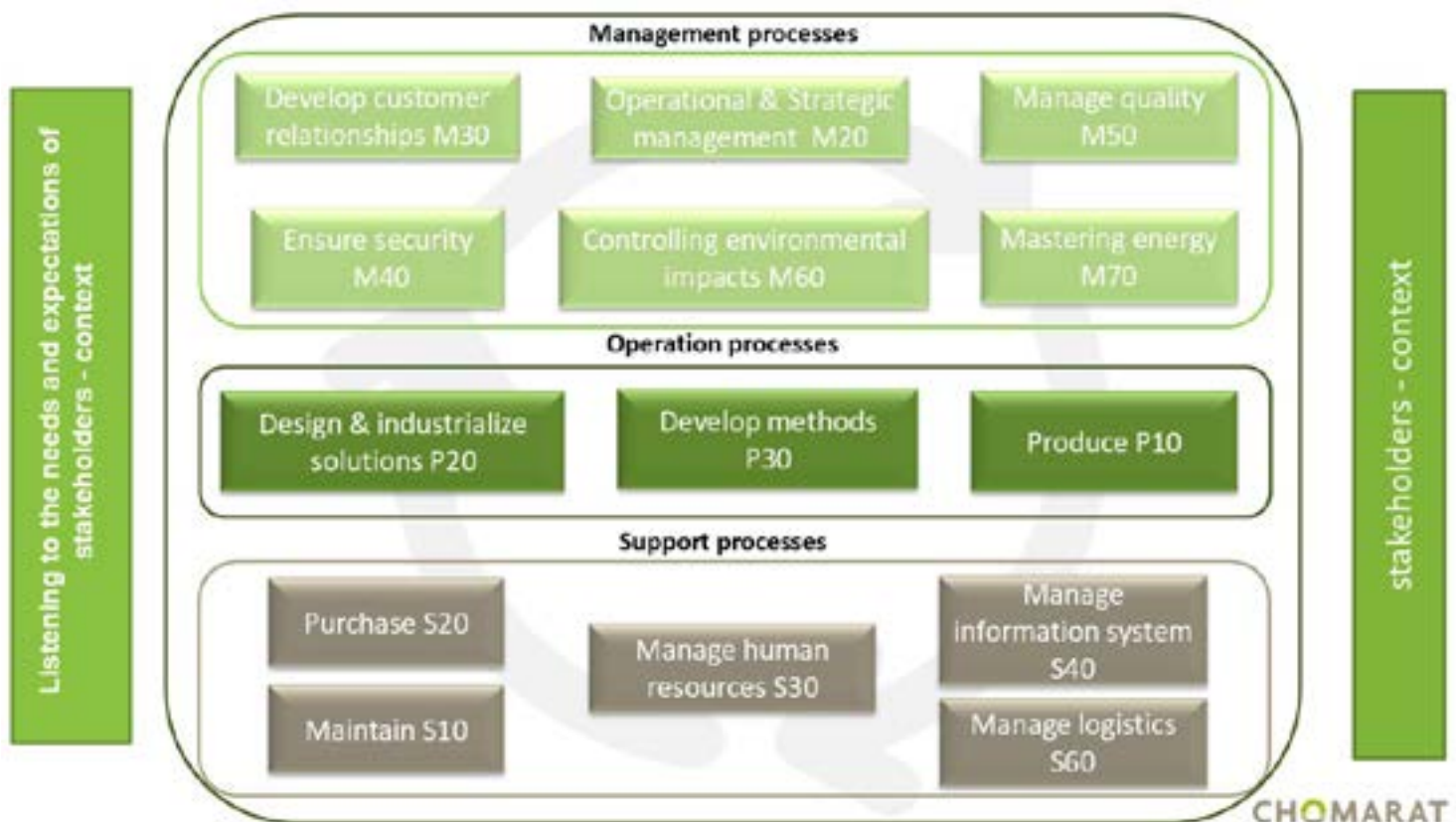
Philippe Sanial, General Manager

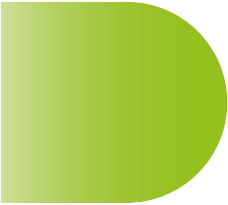
Mapping of processes and their interactions

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

Operational processes: Correspond to Chomarat Textiles Industries' 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.





Process supervisors

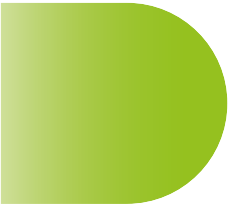
Process supervisors are responsible for coordinating and developing their processes. Process supervisors ensure that the process is consistent with customer requirements, the needs of the relevant stakeholders and the company's internal and external challenges.

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

Process supervisors are also 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.



Documentation (management)

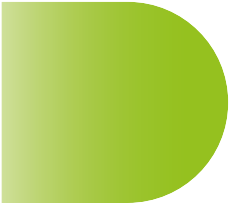
All EEnQS system documents are managed in SharePoint/Document System. Quality management procedures supplement the provisions of the Quality, Safety, Environment and Energy Manual. Quality documents are supplemented by forms and records (e.g. NC table, qualification sheet, in-house verification report,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

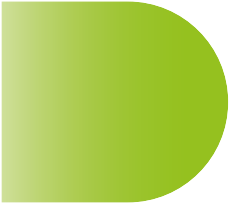
- Work instructions.
- Technical documents.
- Verification instructions.
- Other.



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.



Monitoring, assessment and improvement of the EEnHSQMS

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

Each process is defined by:

- One or more goals.
- One or more process Key Performance Indicators (KPIs).
- A supervisor.
- Input and output data.
- Specific knowledge.

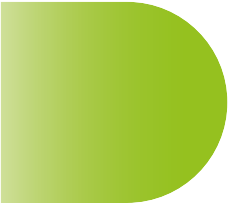
This is documented in this quality manual and in the process control system available in the Cloud. Each process is reviewed once a year by the relevant supervisor. Information is documented in the management review and process reviews.

All processes are audited every 3 years.



Continuous improvement

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



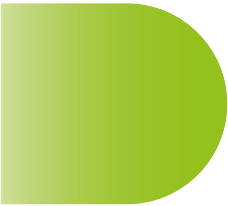
Outsourced IS processes

The "Manage information system" process has been outsourced since January 2012, as follows:

- IT infrastructure management: IT infrastructure management is outsourced to a specialized service company. Servers are hosted in two datacenters in the Lyon region.
- WAN/MPLS communications networks are managed by a specialized 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 minimize 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 Chomarat Textiles Industries' in-house IT department results in more efficient handling of incidents.



Handling of customer-specific requirements

A matrix is used to summarize 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.).

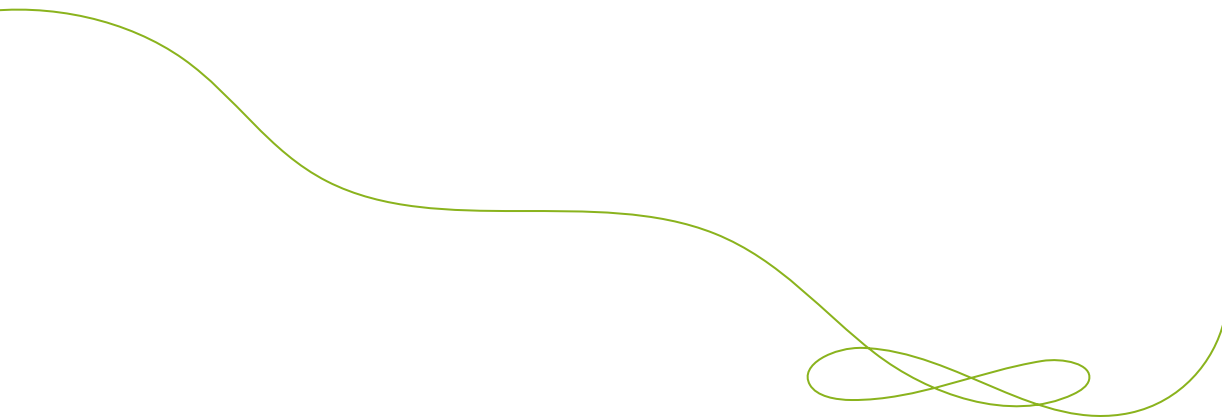
Our auditors are aware of our customers' specific requirements to allow them to refer to them during audits.

ISO 9001- IATF 16949 / Process correspondence table

ISO 9001-IATF 16949	Procedure Other documents:	Processes
4. Organization context		
4.1 Understanding of the organization 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
5. Leadership		
5.1 Leadership and commitment	Management commitment	M20
5.2 Policy	Quality policy	M20
5.3 Roles, responsibilities and authorities within the organization	Position definition / Flowcharts	S30
6. Schedule		
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
7. Support		
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
8. Operation		
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 – Industrialize – 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
9. Evaluating performance		
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
10. Improvement		
10.1 General	Process management	All
10.2 Nonconformity and corrective action	Process management	All
10.3 Continuous improvement	Continuous improvement	M50



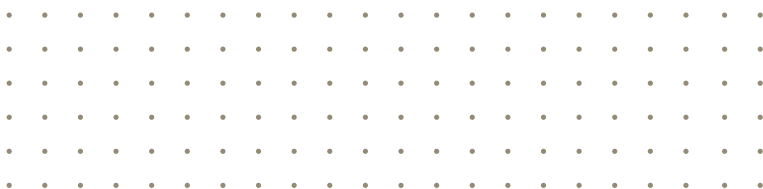
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