



**HighFinesse**  
Laser and Electronic Systems

## Quality Health Safety and the Environment

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### Our Policy

At HighFinesse, quality, health, safety and environmental protection (QHSE) are fundamental principles that guide the way we work, develop, and deliver our products. Our QHSE values are deeply embedded in our company culture and form a key element of our strategic orientation as a high-tech manufacturer for the scientific and photonics industries.

We operate a certified **Integrated Management System (IMS)** in accordance with **ISO 9001:2015** to ensure that quality, safety, and environmental responsibility are consistently implemented, monitored and improved across all areas of our business.

### Our Commitment

- We are committed to conducting our business in a way that:
- Protects the **health, safety and well-being** of our employees and contractors.
- Delivers **reliable, high-end measurement systems** that meet or exceed customer expectations worldwide.
- Complies with all **applicable legal, regulatory and customer-specific requirements**, including CE, RoHS, and WEEE standards.
- Minimizes the environmental impact of our operations, products, and supply chains.
- Fosters a work culture of openness, responsibility, and shared commitment to QHSE excellence.

### We actively pursue

- **Continuous Improvement:** We are committed to ongoing evaluation and improvement of our processes, systems, and performance. We monitor key QHSE indicators, conduct internal audits, and engage employees in identifying potential improvements.
- **Risk-Based Thinking:** We systematically assess and mitigate risks to prevent injuries, occupational illnesses, non-conformities, and environmental harm.
- **Engagement and Communication:** We maintain open and transparent communication with employees, partners and customers. We encourage the reporting of risks, feedback on product performance, and active participation in improving safety and quality.
- **Environmental Responsibility:** All of our products are designed for long life, fully reusable, and compliant with CE, RoHS and WEEE directives. We offer a product return program at end-of-life to ensure proper recycling and environmental responsibility.
- **Accountability and Recognition:** All managers, employees and contractors share responsibility for implementing and maintaining our QHSE standards. We recognize outstanding QHSE contributions and address non-compliance in a fair and consistent manner.

### Customer Focus and Product Integrity

HighFinesse supplies cutting-edge instrumentation to leading research institutions and technology companies worldwide. Our customers rely on the **precision, stability, and compliance** of our systems. We ensure this by

embedding QHSE thinking into every product lifecycle stage—from design and development to production, packaging, shipment, and support.

### **Review and Governance**

This policy is endorsed by the management of HighFinesse and is **reviewed annually** to ensure its continued suitability and alignment with our strategic objectives, customer requirements, and international best practices.

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