

The ERAMET Group's Sustainable Development Policy





The ERAMET Group acts under a value-creating, continuous improvement rationale. In that framework, it has set up a Sustainable Development policy to enable it to conduct its activities on a lasting basis in the areas where it is based and to support its development in new territories.

The Group strictly complies with the regulations that apply to its activities and develops its performance standards in accordance with best practices in the industry. The policy concerns its employees, its customers and its stakeholders, and includes the control of industrial, health, social and environmental risks with respect to its activities.

Its implementation is based on specific Charters and Policies adopted by the Group such as the Ethics Charter, Health & Safety policies and the Environmental Charter.



Sustainable Development Policy

I / Protect and develop ERAMET's employees by involving them in its actions

II / Manage our health and environmental risks and impacts in order to protect balances on a sustainable basis

III / Seize the opportunities offered by Sustainable Development for the benefit of our customers

IV / Sustain a trusting relationship with our stakeholders to create value for all

I / Protect and develop ERAMET's employees by involving them in its actions

1. Protect our employees' health and safety

- The ERAMET Group's employees are its prime asset. The Group shall continue the actions taken to reduce workplace accident frequency and seriousness rates, wipe out fatal accidents and move towards "zero accidents."
- Action plans are constantly implemented to harmonise safety standards between the Group's various bases and organise the sharing of best practices.
- Prevention and screening of occupational diseases is a priority under the health policy of the ERAMET Group, which also seeks to help combat AIDS and possible pandemics, as well as addictions and stress.
- Moreover, the Group makes an active contribution to the development of scientific research and knowledge relating to the health and environmental impact of its business.

2. Foster professional development and industrial dialogue

- We recognise individual worth and talent. We value diversity as it is a major advantage for as international and innovative a Group as ERAMET.
- We ensure that we practise no discrimination whatsoever based on gender, disability, family status, age, political opinions, religious convictions, trade union activity or origin.
- Rewarding and developing employees' skills are essential factors in retaining personnel and enhancing ERAMET's attractiveness. Rewarding managerial and technical skills, developing career opportunities within the Group and promoting managers from territories where the Group is based are all priorities.
- The ERAMET Group strives to keep up constructive dialogue with personnel representatives, who are essential partners in the implementation and rollout of Sustainable Development policy.

3. Make employees players in Sustainable Development

- Employee buy-in for the ERAMET Group's commitments to Sustainable Development is a critical success factor for that process.
- The deployment of Sustainable Development policy is supported by employee awareness-raising and training actions. These emphasise the action levers that employees have in their respective specialties for contributing to the achievement of the Group's Sustainable Development commitments and demonstrate the relevant issues.

II / Manage our health and environmental risks and impacts in order to protect balances on a sustainable basis

1. Control the health and environmental impacts of our facilities and industrial processes

- Aware of the potential environmental impacts of mining and metallurgical activities on the natural environment, the ERAMET Group considers that its responsibility is to adopt exemplary behaviour by implementing all the resources needed to protect the natural environment.
- For both its mines and its plants, the Group shall reduce its environmental footprint by keeping up the efforts taken for several years. This goal is factored into its projects and development from design onwards.
- Protecting water resources, reducing air emissions, conserving biodiversity and restoring sites after closure are action priorities that mobilise all the Group's activities.

2. Reducing energy consumption and fighting climate change

- The fight against climate change is an action priority for the international community and all businesses that have undertaken a Sustainable Development process.
- The ERAMET Group has opted to improve the energy efficiency of its facilities by setting targets for greenhouse gas emission reduction.

3. Aim for better use of natural resources and develop recycling

- The sustainable beneficiation of mining deposits is a primary environmental and economic issue for the ERAMET Group.
- The Group is developing processes that enable low grade ores to be used and extend the lifespan of natural resources. Finally, it fosters the use of secondary raw materials obtained by recycling.

III / Seize the opportunities offered by Sustainable Development for the benefit of our customers

1. Factor Sustainable Development into the Group's innovation and business diversification policy

- The ERAMET Group makes innovation and research efforts to reduce the environmental impacts of its facilities, manufacturing processes and products.
- Work is done to share knowledge, capitalize know-how and develop new partnerships with customers in order to utilise those potential new sources of growth.
- Diversifying activities into new products and new applications and bolstering our presence on selected innovative markets are also sources of development for the Group.

2. Highlight the environmental benefits of using our products in our customer approach and reduce the risks from products for people and the environment

- The ERAMET Group structures its marketing process by meeting customers' demand for more environmental benefits from the use of its products (stainless steels, very high strength steels, use of manganese in rechargeable batteries, etc.).
- This process is based on scientific studies carried out to quantify the precise environmental impacts with respect to our products' entire lifecycles.
- The Group regularly implements all the necessary resources in terms of traceability and regulatory compliance to ensure that the use of its products does not impair health or safety and does not disrupt natural balances.

3. Undertake a responsible purchasing process

- In many cases, allowance for costs related to the use and end-of-life of products means that products with lower environmental impact which do not entail excess costs for the buyer should be preferred.
- Given that fact, the ERAMET Group develops a responsible purchasing policy by preferring suppliers that offer products or services that fulfil environmental and social criteria better while remaining competitive.
- In particular, the Group checks that its suppliers comply with the demands of REACH regulations.

IV / Sustain a trusting relationship with our stakeholders to create value for all

1. Meet our stakeholders' expectations better

- In its host regions, the ERAMET Group has long shown itself capable of dialogue and of understanding local stakeholders' expectations. It fosters consultation and modernised governance actions in the various zones where it is active in order to identify any concerns of its stakeholders at as early a stage as possible and provide relevant responses to the demands made of it.
- Such an approach involves building forms of dialogue that are relevant to the political and cultural contexts of host countries.

2. Contribute transparently to host regions' economic and social development by ensuring good governance of its operations

- ERAMET's ability to maintain a long-term presence wherever it is based and to develop its activities in new directions largely depends on its ability to demonstrate that its presence brings positive economic and social fallout for its local partners and its facilities' neighbouring populations.
- As a major player in the economies of many regions in the world, the Group intends to continue to develop actions in support of education, health prevention and stimulus of local businesses.
- Entering into partnerships with non-governmental organisations is encouraged. The Group strives to improve the governance of its operations constantly under a principle of shareholder dialogue and respect.

3. Share our challenges and achievements as widely as possible

- Companies' non-financial performance is becoming a subject of major interest, examined by different types of stakeholder seeking information on how environmental and social issues are factored into the companies' policy.
- To meet that expectation, the ERAMET Group provides increasingly clear and objective information in its internal and external communication on past and future achievements in terms of Sustainable Development.
- This information is based on verifiable facts and quantifiable indicators and forms the basis for a relationship of trust with our shareholders, the general public and any other stakeholder interested in our Sustainable Development process.