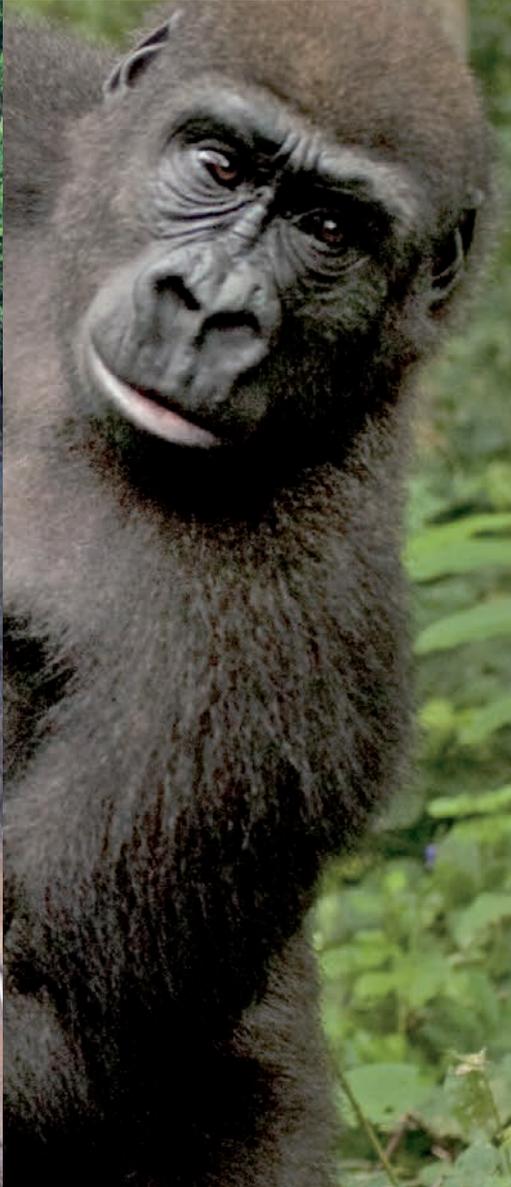
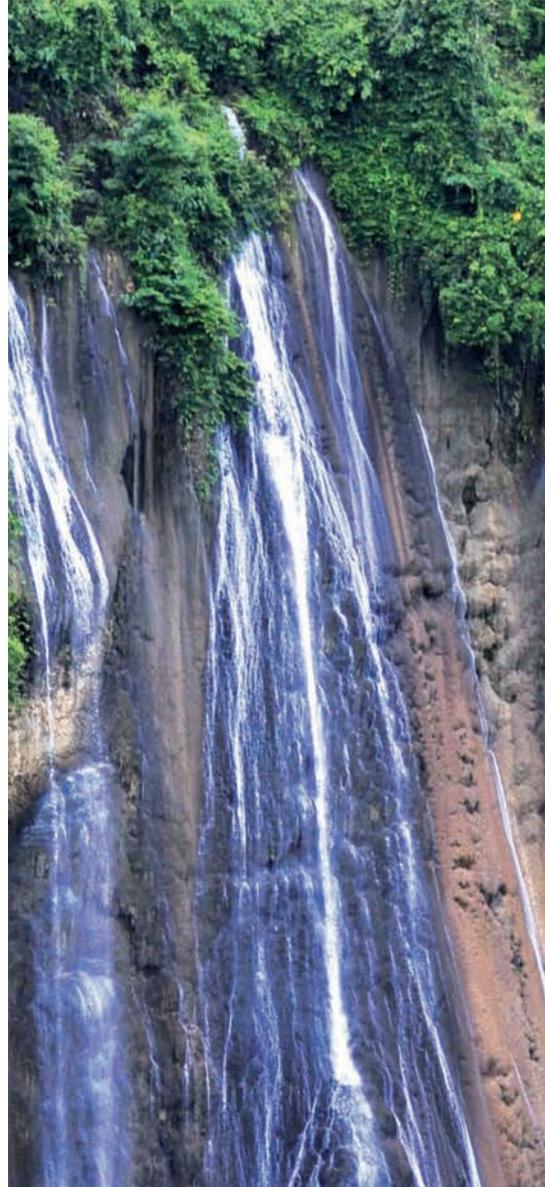


BIODIVERSITY

**POLICY**



**ERAMET**  
ALLOYS, ORES AND PEOPLE.



The ERAMET Group is a major player in mining and metallurgy. The range and locations of its activities have enabled it to acquire extensive experience in environmental matters, particularly biodiversity.

Drawing on this experience with respect to protecting biodiversity and reducing the impacts of its activities, driven by both its employees and the Executive Committee, ERAMET decided to formalise its actions by adopting a Biodiversity Policy.

Resulting from its Sustainable Development Policy and its Environment Charter, and in line with its Ethics Charter, ERAMET's Biodiversity Policy comes under the continuous improvement process rolled out in the Group.

The Policy is designed to unify practices on the Group's sites – however diverse they may be – under a single commitment. The principles it sets down are implemented on sites in proportion to local issues.

The Biodiversity Policy is structured along three lines:

- 1. Better know and understand biodiversity and its functions*
- 2. Act to preserve biodiversity*
- 3. Increase awareness, exchanges and knowledge sharing*

# BETTER KNOW AND UNDERSTAND BIODIVERSITY AND ITS FUNCTIONS BY



## **Developing a systematic biodiversity baseline as part of all socio-environmental studies**

The ERAMET Group undertakes to conduct biodiversity baseline studies on its sites and to assess its activities' risks and impacts on biodiversity, at the time of any new project or any significant change in operating conditions.

## **Ensuring robust studies and assessments with specialists**

To conduct socio-environmental studies and provide the necessary scientific expertise, the Group strives to cooperate as needed with recognised specialists from environmental firms, public institutes, universities and nature protection NGOs, while seeking from the best available practices and techniques.

## **Identifying biodiversity services and uses**

To conduct socio-environmental studies, ERAMET works to keep up constructive dialogue with stakeholders, particularly local communities, in order to integrate their knowledge of biodiversity, its uses and of ecosystemic services as well as possible.



## **Including biodiversity issues in our decision-making process**

ERAMET pledges to factor biodiversity conservation issues into its decision-making process in accordance with the following orientations:

## **Applying the mitigation hierarchy for biodiversity impact management**

ERAMET works to ensure applicable regulations are observed in all the countries where it is based, and pledges to apply a mitigation hierarchy in proportion to the issues, i.e.:

- *Avoid*: ERAMET first strives to avoid any negative impacts on biodiversity;
- *Minimise*: ERAMET strives to minimise any impacts that cannot be avoided in order to reduce their duration, intensity and/or scope;
- *Rehabilitate*: ERAMET pledges to progressively rehabilitate the zones affected by its activities, with reintroducing endemic species a priority;
- *Compensate*: ERAMET pledges to compensate significant residual impacts that cannot be avoided, reduced and, where appropriate, rehabilitated;
- *Remedy*: When closing down activities, ERAMET pledges to factor biodiversity issues into its management plan.

## **Managing and monitoring biodiversity actions**

ERAMET pledges to set up measures for monitoring and protecting biodiversity, throughout the lifecycle of its projects and sites in operation, according to the above hierarchy, while taking the conditions for its operations' economic viability into account. Under a continuous improvement process, the actions are documented, monitored and adjusted as needed.

## **Participating in local and international biodiversity discussions**

ERAMET intends to be a committed participant in biodiversity issues. Consequently, the Group contributes to work with the aim of improving knowledge and protecting biodiversity in the framework of national and international bodies.



# TO INCREASE AWARENESS, EXCHANGES AND KNOWLEDGE SHARING BY



## **Informing and training ERAMET's employees on biodiversity matters**

ERAMET pledges to raise its employees' awareness and train them in biodiversity issues, so that they can play a daily role in biodiversity.

## **Sharing experience internally**

By creating internal workgroups on biodiversity, ERAMET fosters the sharing of experience and the setup of common management tools.

## **Improving scientific knowledge**

Through the socio-environmental studies carried out, ERAMET helps to develop knowledge in the biodiversity field by sharing the findings with scientific communities.

## **Reporting to our stakeholders**

Biodiversity conservation actions are an integral part of the Group's environmental reporting. They are described in periodical publications intended for all stakeholders.

