

ERAMET GROUP HEALTH POLICY

The health of its employees, regardless of their status, the personnel of outside companies, visitors and people living near its industrial sites is a priority for the Eramet Group.

While acknowledging that health risks cannot be eliminated completely, the aim of the Group's Health policy is to keep the occurrence and seriousness of any consequences of those risks to a minimum.

Eramet is determined to gain detailed, in-depth knowledge of the hazards involved in its activities. The group wishes to develop and disseminate its knowledge of these issues and promote dialogue.

Health policy guidelines

- Ø Reduce work-related health risks and any health impacts arising from work or Eramet's products and industrial activities through everyone's involvement, in liaison with occupational health specialists, chains of command, health, safety & working conditions committees and/or related bodies.
- Ø Comply with local regulations, current statutory standards and the Group's health standards.
- Ø Develop every individual's responsibility to protect health by clear, transparent information on health risks and relevant prevention methods.
- Ø Make an active contribution to scientific work on the risks inherent in processes and products.
- Ø Implement the resources needed to carry out that health policy.

Priority actions in line with health policy principles

- 1. On a daily basis, factor health and working conditions into every decision, on every management level, in the same way as safety and the environment.**
- 2. Draft, disseminate and apply the standards, guides and procedures needed for health policy in association with employees and their representatives.**

3. Build a health & safety action plan for every unit

- Set up charts to monitor relevant health indicators (occupational diseases, absenteeism, exposure indicators, risk assessment schedule compliance);
- Use a standardised risk assessment method that prioritises risks and corrective actions;
- Monitor the priority actions resulting from the risk assessment, particularly informing employees and raising their awareness of risks and work procedures, adapting workstations and providing the work equipment that protects health most effectively;
- Gather the opinion of personnel representation bodies on health and safety when drawing up the plan.

4. Set up surveillance to screen at an early stage for health problems that may be related to manufacturing processes or marketed products

- Regularly assess exposure levels and identify the individuals concerned by that exposure;
- Provide relevant medical monitoring of risks in accordance with regulatory recommendations and current scientific data;
- Inform personnel and report on collective results;
- Ensure exposures are traceable and every individual exposed to a risk is monitored.

5. Keep up scientific watch and benchmarking on new risks and best practices

- Make an active contribution, particularly within trade organisations, to the development of scientific knowledge on the health impact of the Group's activities and products.

6. Develop a policy against addiction

- Carry out prevention and information campaigns;
- Help people stop addictive behaviour (bear cost of nicotine substitutes, provide medical support, guidance, etc.);
- Screen at-risk behaviour, particularly for new addictions (drugs), in compliance with local regulations and professional ethics;
- Take punitive measures in the event of danger to people or facilities.

7. Identify arduous workstations in terms of musculoskeletal disorders/lumbar pain through an analysis method in order to consider ergonomic improvements to the relevant workstations.