
HR Department – Security Department



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To: All ERAMET Group salaries
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Object : ERAMET Group Security Policy



ERAMET

SECURITY POLICY ERAMET GROUP

This policy respects international law, French law and the legal obligations of the countries where the Group operates. Furthermore, ERAMET Group's commitment regarding security matters is based on the principles defined in the Group's ethical charter.

The Group's security policy is organized around the protection of persons, protection of facilities and protection of information accompanying the development and the Group's economic efficiency. Three objectives are pursued:

- A strategic objective that assesses the nature of threats and measures the risks to people and the Group's assets;
- An operational objective that puts in place the resources and means necessary to prevent and protect;
- An educational objective that informs and educates employees on ERAMET Group on the reality of risks, the means implemented to deal with it, and how to behave.

Protection measures implemented by the Group's security department are the result of the analysis, monitoring of the security situation and threat assessment. They also depend on the nature of the activities of the Group's units in the region concerned and the effectiveness of public institutions of the countries concerned.

1 / Personal protection

Protecting people must remain the top priority for the conduct of mining, industrial and commercial activities. In this context, the ERAMET Group is committed to providing equal protection for Group employees, whether they are residents, expatriates, traveling.

In countries or regions where the security situation and the activities of ERAMET justify it, a protection coordinator is in place, in charge of passing and implementing the security policy.

The protection of people is a component of the Group's co-development policy, which seeks to improve the integration of its entities in host countries and territories.

Professional missions abroad are organized in the framework of the political security travel regulations. Restrictions can be decided depending on the security situation of the country concerned. As such, the Group Security Department performs daily security intelligence and alerts the employees concerned without delay, in case of sudden deterioration of the situation.

2 / Facility protection

The Group must ensure the supervision and control of access to its facilities in France and in the host countries. To do this, the sites and entities rely on the security forces of the states in which it operates, as well as private security companies. It excludes the use of private military companies, illegal under French law. Unless otherwise decided case by case by the security police, security guards employed by the Group are not armed. Abroad, protection measures can also be deployed in places of accommodation of employees in mobility.

3 / Protection of information

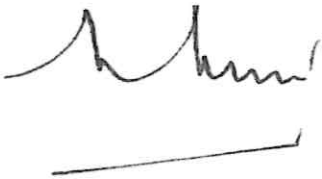
In close collaboration with the Information Systems Department, ERAMET Group Security Department assists the Executive Committee and operational managers into their mission of protecting the intellectual heritage and sensitive information held under the Group's liability.

4 / Crisis Management

The ERAMET Group is developing a crisis management policy, which aims to organize and to cope effectively with a serious event affecting all or part of the Group.

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