



Eramet & Human Rights

Group Human Rights Committee

What are Human Rights?



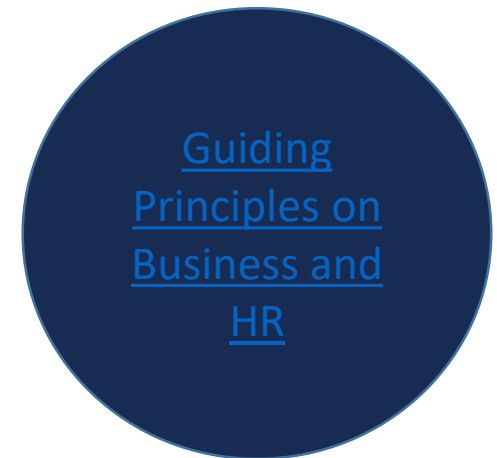
“ Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour religion, language, or any other status We are all equally entitled to our human rights without discrimination These rights are all interrelated, interdependent and Indivisible.

[...]

All human rights are indivisible, whether they are civil and political rights, such as the right to life, equality before the law and freedom of expression economic, social and cultural rights, such as the rights to work, social security and education or collective rights, such as the rights to development and self determination, are indivisible, interrelated and interdependent. The improvement of one right facilitates advancement of the others. Likewise, the deprivation of one right adversely affects the others.

UN Office of the High Commissioner for Human Rights ”

The fundamental principles of Human Rights are defined in international reference texts:



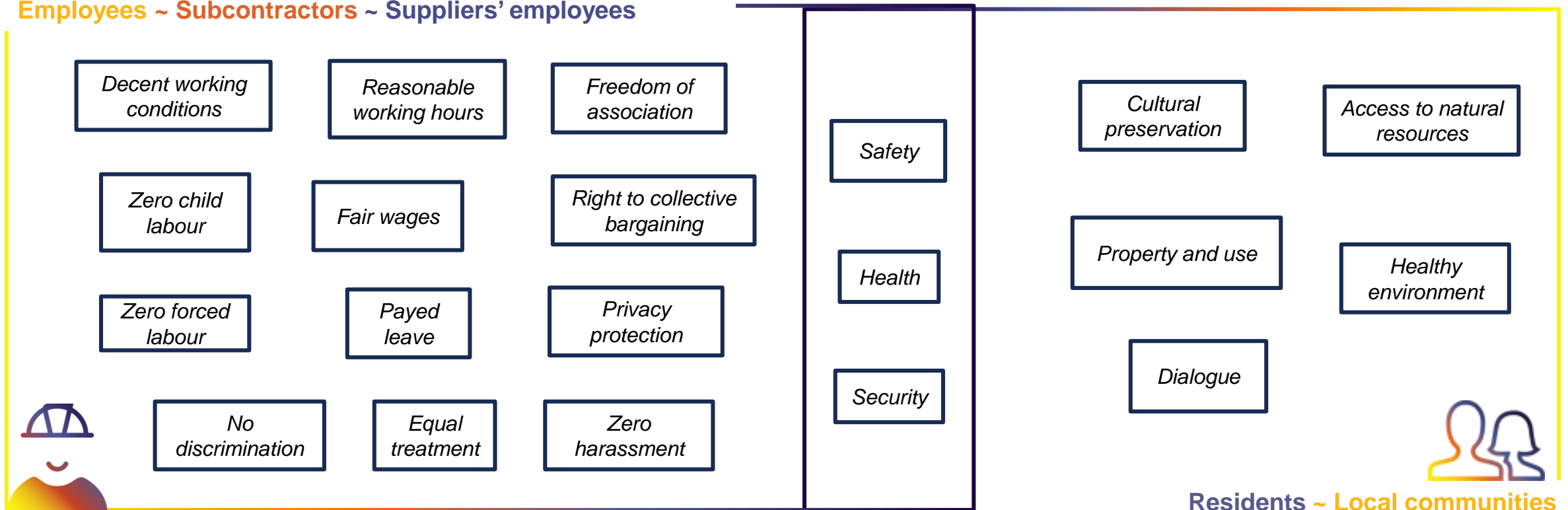
Eramet is committed to respecting and promoting these fundamental principles, through its Human Rights Policy.

Why are we talking about Human Rights in the company?

→ The answer in 2 minutes: [watch this video](#) from the Equality and Human Rights Commission (UK)

Human Rights affect many dimensions of company activity:

Employees ~ Subcontractors ~ Suppliers' employees



Residents ~ Local communities

Eramet Human Rights Policy

A Group policy, for a common governance of Human Rights issues

→ A 3-part policy



Towards employees
for a safe and respectful work environment

With commercial partners
for a responsible value chain development



Towards communities
with reduction of impacts and search for a positive contribution

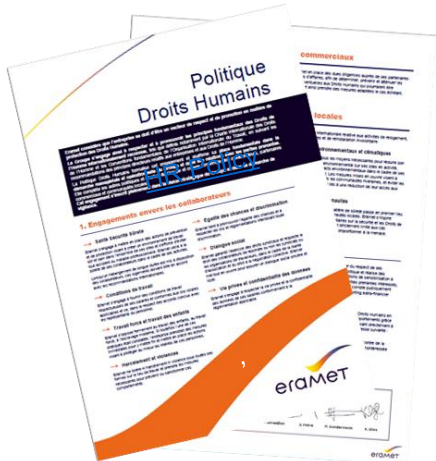
→ A collaborative approach

+ de 600
involved
people

1 survey
addressed to
employees

2
associations
specialised in
Human
Rights

Signed by
all the
**Executive
Committee**



[Click here to download the policy](#)

Eramet's commitments explained

Health and accident prevention is at the heart of the system. It concerns both employees and subcontractors who work at our sites. It is based on the risk analysis of workstations, which determines the preventive actions and measures to be implemented.



Offering decent working conditions is a set of measures aiming to :



- Ensure a remuneration that is commensurate with the hours worked
- Comply with laws governing minimum wage and working time
- Ensure weekly rest periods and breaks during the working day...

1. Commitments to employees

→ Health, Safety & Security

Eramet is committed to implementing preventive and protective measures in order to create a safe and healthy work environment on all of its sites. It shall strive to prevent any accidents or occupational illnesses. Eramet shall ensure the safety of its employees during the course of their work.

When long-term housing is provided to employees, such housing must be in line with international recommendations.

→ Working conditions

Eramet is committed to providing its employees with respectful working conditions that are in line with the applicable local laws and its agreements with personnel representatives.

→ Forced labor and child labor

Eramet is firmly opposed to child labor, forced labor, and modern slavery. Should any such practices be discovered, the company shall act immediately in order to put a stop to them and to protect the best interests of the individuals concerned.

→ Harassment and violence

Eramet does not tolerate any harassment or violence in any form in the workplace and shall take the necessary steps to prevent or punish such behavior.

→ Equal opportunity and discrimination

Eramet is committed to promoting equal opportunity and to complying with anti-discrimination laws and regulations.

→ Labour relations

Eramet guarantees the free exercise of union rights and upholds the right of employees to join unions or labor organizations, in accordance with their freedom of association and collective bargaining rights. Eramet shall make every effort to maintain fair and honest labor relations.

→ Privacy and data confidentiality

Eramet is committed to protecting its employees' privacy and the confidentiality of their data, in accordance with applicable regulations.



Dialogue with social partners, both formally (remuneration policy, training, employment management) and on a daily basis on the sites.

Eramet's commitments explained

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Non-exhaustive list of grounds of discrimination:

Age; Sex; Origin; Affiliation or non-affiliation, true or supposed to an ethnic group, a nation; Pregnancy; Health status; Disability; Genetic characteristics; Sexual orientation; Gender identity; Political or philosophical opinions; Trade union activities; Beliefs or adherence or non-adherence, true or supposed in a specific religion.

Given our locations, the **GDPR**, a European regulation on the protection of personal data, is applied in most of our entities.

Forced labour is to be distinguished from working conditions that are exploitative or that do not respect standards.

Various indicators can be used to establish when a situation constitutes forced labour, notably **restrictions on the freedom of movement of workers, confiscation of wages or identity documents, physical or sexual violence, threats or intimidation, or fraudulently imposed debts, from which workers cannot escape.**

Harassment and violence are not tolerated, whether **psychological, physical or sexual.**

Eramet's commitments explained

The respect of Human Rights constitutes the **first requirement** of the [Responsible Purchasing Charter](#).



2. Commitments with commercial partners

Eramet believes that all of its commercial partners must share the same principles and values. The Group is committed to promoting internationally recognized Human Rights throughout its value chain and actively communicates with its customers, suppliers, subcontractors and partners in order to inform them of the principles herein, which are wholly applicable to them.

Eramet establishes due diligence mechanisms for its partners and business relationships, in order to identify, prevent and mitigate any Human Rights violations that may arise, and thereby take appropriate measures, if necessary.



The **Responsible Purchasing and Sales Committees** oversee the CSR/Ethics evaluation of clients and suppliers.

Host communities, local residents, neighbours... we are talking about the people living around our sites, who are impacted by and impact our activities.



3. Commitments to local communities

The Group seeks to cultivate, in partnership with local and national governments, a positive footprint for its host communities in addition to its established processes for limiting and offsetting the impacts of its activities. Eramet is devoted to upholding and preserving the traditions and cultures of indigenous communities and peoples living around its sites.

Corporation on relocation, land acquisition and involuntary resettlement activities.

→ Dialogue and complaint resolution

Eramet is committed to building and maintaining a relationship of trust with local communities, including the most vulnerable among them, by establishing mechanisms to foster ongoing dialogue and process complaints.

→ Environmental and climate impacts

Eramet makes every effort necessary to reduce its footprint and environmental liabilities on its active sites, as well as any environmental impacts related to projects under development. The measures taken are designed to limit harm to neighboring communities, eliminate the risk of pollution, and prevent any risks related to reducing their access to natural resources.

→ Land acquisition and resettlement

Eramet endeavors to avoid involuntary resettlements. Wherever it is unavoidable, Eramet shall adhere to the local legislation in force and refer to the Performance Standard of the International Finance

→ Safety and local communities

The prevention of safety risks is primarily achieved through dialogue with local communities. Eramet bases its approach on the "Voluntary Principles on Security and Human Rights", in particular. Use of force is strictly limited to cases of extreme necessity and is proportional to the magnitude of the threat.

Grievance mechanisms are available to local residents of the Group's sites, who can thus raise their complaints related to their fundamental risks.



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Depending on the nature of these impacts or risks, local residents can be involved in the definition and the execution of control measures. In particular, local communities are involved in baseline characterisation studies, integrating their knowledge of biodiversity, its usages and ecosystem services.

Risks for local communities' Human Rights, in this context, relate to civil and political rights, such as the right not to be arbitrarily arrested or detained, and to be subjected to cruel, inhuman or degrading treatments.

In cases where involuntary resettlement is unavoidable, an action plan is implemented in order to restore or improve the living conditions and standards of affected local communities, in accordance with the IFC international standards.

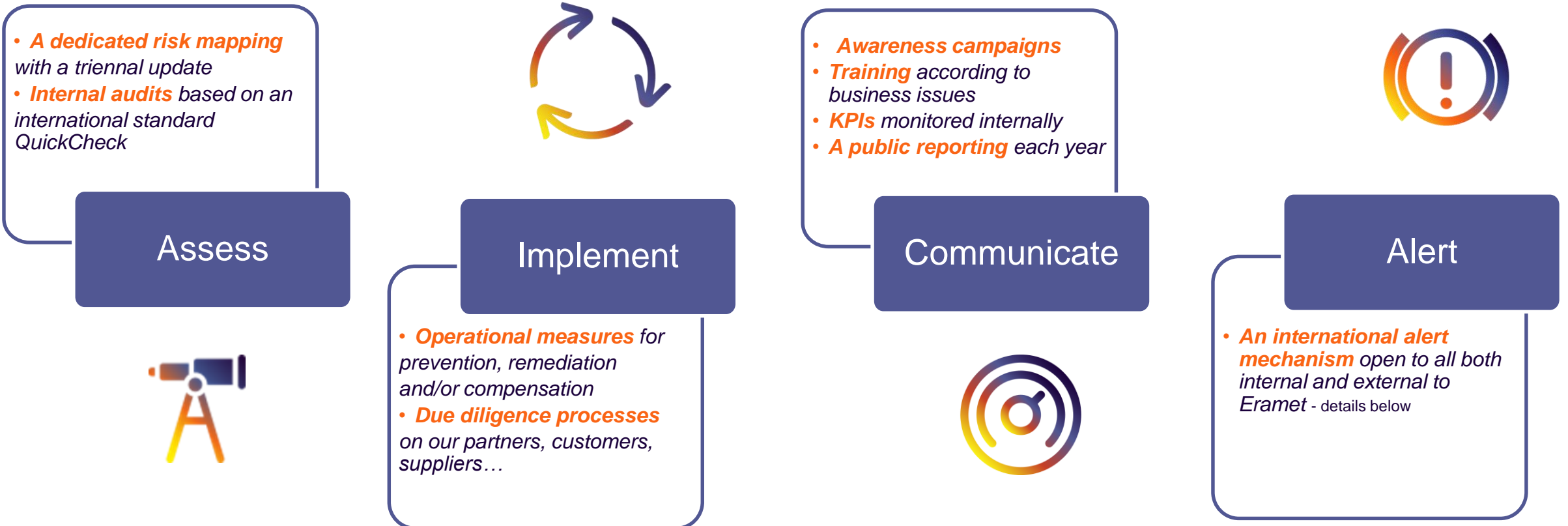
Eramet Human Rights Approach

Towards 2023 - Eramet committed & contributive corporate citizen

As part of its CSR 2018-2023 roadmap, Eramet aims to become a reference company in terms of respect for human rights in its sphere of activity.



→ A set of processes, tools and measures to:



What to do in case of violations ?

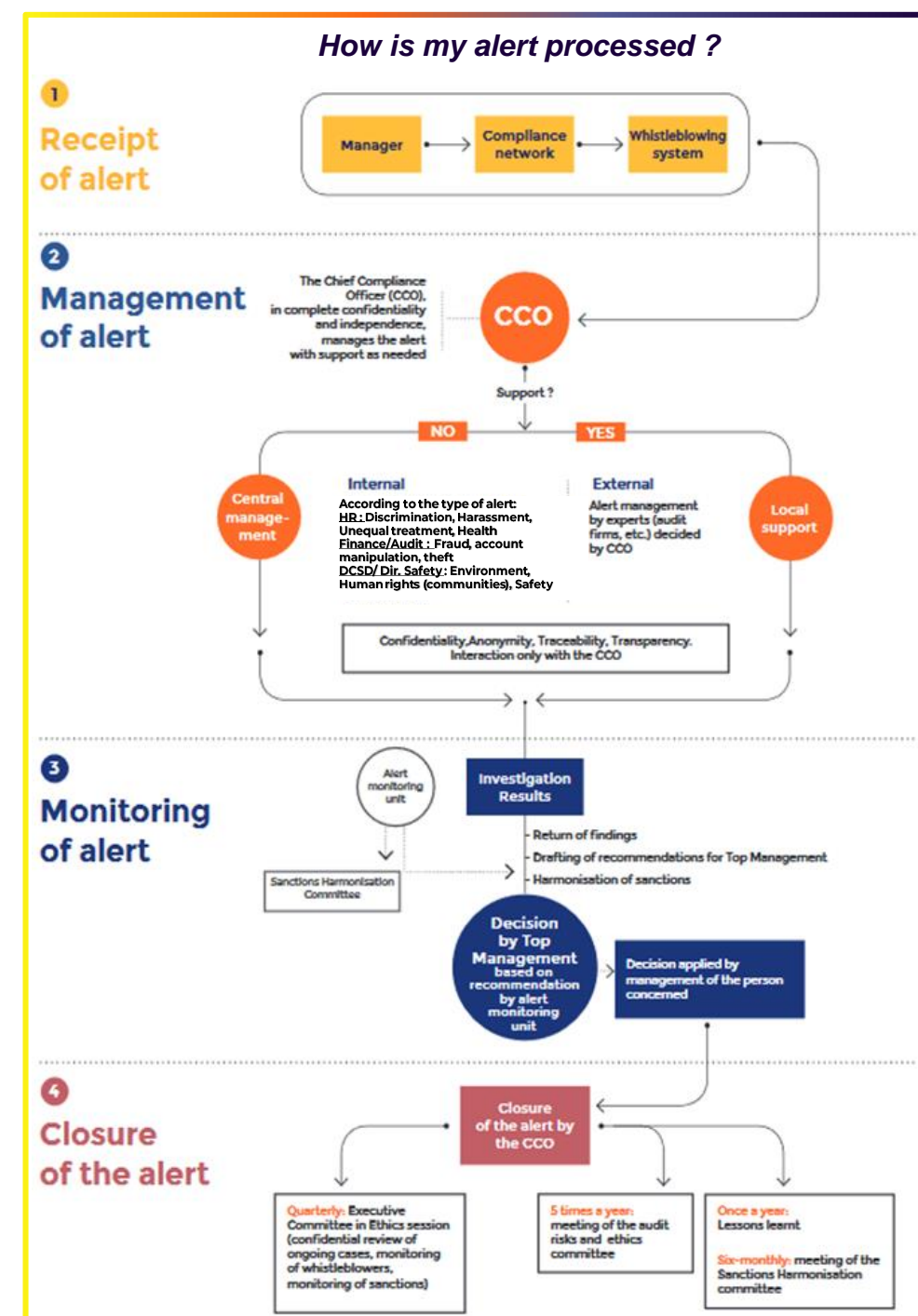
Whether you are VICTIM or WITNESS of human rights violations, you can act, by reporting the facts!

→ Through the professional alert system

- Through the dedicated website : <https://eramet.integrityline.org/>
- By telephone with toll-free numbers per country (list available on www.eramet.com)
- By contacting your local Ethics Compliance Manager (list available on www.eramet.com)

A system that guarantees anonymity and protects whistleblowers:

The Group undertakes to ensure that any whistleblower, who is a natural person, disinterested, in good faith, who reveals a serious and manifest violation of which he or she is personally aware, does not suffer any form of discrimination, harassment, change or other, as a result of having recourse in good faith to the professional whistleblowing system





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