



# Health Policy

The health safety of employees, whatever their status, of the personnel of outside companies, visitors and people living around industrial sites is a priority for the Eramet group.

While recognizing that it is impossible to eliminate all health risks, the objective of the Group Health policy is to control them in order to minimize the frequency and severity of their consequences.

The Eramet group is committed to detailed and in-depth knowledge of all the hazards related to its activities. It wishes to contribute to the development of knowledge on these subjects, disseminate it and promote dialogue.

# 1. ERAMET GROUP'S COMMITMENTS

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**As part of its Health Policy, the Eramet Group is committed to:**

- Reduce the risks of health impairment related to Eramet's activities by involving everyone and in liaison with occupational health specialists, line managers and health and safety committees or/and similar organizations (Such as "CSSCTs" in France).
- Comply with local regulations, applicable standards and the Group's health standards.
- Develop everyone's responsibility for the preservation of health by providing clear and transparent information on risks' exposure and the appropriate means of prevention.
- Contribute actively to scientific work on the risks inherent in processes and products.
- Implement the necessary means to ensure this health policy.

## 2. MODALITIES OF IMPLEMENTATION

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**In order to deploy its Health Policy, the Eramet Group implements the following means:**

→ **Integration of health and working conditions into every decision and at every managerial level on a daily basis, on an equal footing with safety and the environment.**

→ **Drafting, dissemination and application of the standards, guides and procedures necessary for the health policy in association with the staff and its representatives.**

→ **Drawing up a health and safety action plan for each unit.**

Eramet has set up dashboards to monitor relevant health indicators (workstation layout related to professional activity, absenteeism, bio metrology);

The Group uses a standardized method of risk assessment, allowing a prioritization of risks and corrective actions;

It follows the actions defined as a priority by risk analysis, in particular informing and raising employee awareness of risks and work procedures, arranging workstations and providing work equipment that is best suited to preserving health;

Eramet gathers the opinion of employee representative bodies on health issues when drawing up the plan.

→ **Ensuring surveillance that allows to follow health that may be linked to manufacturing processes or products.**

Eramet ensures medical surveillance adapted to the risks and in accordance with regulatory recommendations and current scientific data;

The Group provides information personnel and report collective results;

Eramet organizes the traceability of the follow-up for each person exposed to a risk.

→ **Continuation of scientific monitoring and benchmarking of new risks and best practices.**

Eramet actively contributes, particularly within professional organizations, to the development of scientific knowledge relating to the health impacts of the Group's activities and products.

→ **Development of a policy to combat addictive behavior**

Eramet organises prevention and information campaigns.

The Group helps with withdrawal (management of nicotine substitutes, medical support, accompaniment...).

Eramet detected risky behavior, particularly for new addictions, in compliance with local regulations and professional ethics.

It sanctions in the event of endangering people or facilities.

→ **Identification of MSD workstations in order to consider the ergonomic design layout of the workstations concerned.**