



# ERAMET MAKES ITS WAY TOWARDS RESPONSIBLE MINING

PRESS PACK - May 2023



  
eramet

# Who is Eramet?

Eramet transforms the Earth's mineral resources to provide sustainable and responsible solutions for industry growth and the challenges of the energy transition.

Its employees are committed to it through their **civic and contributory mindset** in all countries in which this mining and metallurgical group operates.

Manganese, nickel, mineral sands, lithium and cobalt: Eramet exploits and develops the metals that are essential in the construction of a more sustainable world.

As a privileged partner of its industrial customers, the Group contributes to making infrastructures and buildings robust and resistant, means of mobility more efficient, healthcare tools safer and telecommunications equipment more effective.

Eramet is fully committed to the **“Metals Era”**. Its ambition is to become a reference in the responsible transformation of the Earth's mineral resources, for living well together.

With exceptional mining deposits and metallurgical plants with historic expertise, the Group is the world's leading producer of **high-grade manganese ore** and the world's leading producer of refined **manganese** alloys, the world's 4<sup>th</sup> largest producer of **ferronickel**, the world's 4<sup>th</sup> largest producer of **titanium raw materials** and the world's 4<sup>th</sup> largest producer of **zircon**. Eramet is also the first European company to develop large-scale **sustainable lithium** production.

€5.0bn

turnover in 2022

9,090

employees

20

countries of operation



**Christel Bories**

Chair and CEO of the Eramet group

“ Our corporate purpose, our corporate strategy and our CSR roadmap all converge towards a single goal: to make Eramet a reference for the responsible transformation of the Earth's mineral resources. ”

# Our CSR commitment

To track the progress of its CSR performance, the Group has defined a **2018-2023 CSR roadmap** that guides it in achieving its societal and environmental ambitions through precise, measurable indicators.

Since 2018, the CSR roadmap has recorded constant and steady progress in its objectives. In 2022, the Group's CSR performance reached **115%**.



## People first

Objective	KPI 2023	2022 results
<b>1</b> Ensure the Health and Safety of employees and subcontractors	<b>Zero fatalities</b> Workplace accident frequency rate with and without work stoppage <b>FR2 &lt; 4</b>	<b>FR2 = 1.6</b> <b>0</b> serious accident
<b>2</b> Build skills and promote talent and career development	<b>100%</b> of Worldwide employees participate in at least one training course per year	<b>85%</b> of employees
<b>3</b> Strengthen employee engagement	Group employee engagement rate <b>&gt; 75%</b> (barometer)	<b>70%</b> (last survey conducted in 2021)
<b>4</b> To integrate and foster the richness of diversity	<b>30%</b> of managers are women	<b>25.7%</b> of managers are women
<b>5</b> Be a valued and contributing partner to our host communities	<b>100%</b> of sites have established a mechanism for dialogue with local stakeholders <b>100%</b> of sites have implemented an investment programme to contribute to local development, with a focus on actions in favour of young people	<b>100%</b> of industrial sites: dialogue and IFC-compliant community investment (CI) <b>100%</b> of mining sites since 2021





## Be Benchmark

	Objective	KPI 2023	2022 results
6	Be an energy transition leader in the metals sector	Committed diversification of Eramet's business portfolio in relation to the supply chain for electric mobility batteries	<ul style="list-style-type: none"> <li>&gt; Launch of the building phase in the Centenario project for a first lithium production in 2024</li> <li>&gt; Launch of a more detailed feasibility study phase prior to FID on the Sonic Bay Project</li> <li>&gt; Recycling project progressing well: <b>€80 million</b> in subsidies from the EU and the French State</li> </ul>
7	Actively contribute to the development of the circular economy	<p>Quantities (t) of additional materials recovered through the circular economy action plan</p> <p><b>2Mt</b> of low-grade incidental ores and tailings recovered over the 2019-2023 period</p> <p><b>10kt</b> of waste recovered in the period 2019-2023</p>	<p><b>2,311kt</b> recovered</p> <p><b>185,000t</b> recovered</p>
8	Be a reference company in terms of respect for human rights in our field of activity	To be acknowledged for our application of the United Nations' guiding principles, measured by reaching a mature level according to the UNGP Reporting Framework (Shift-Mazars)	<ul style="list-style-type: none"> <li>&gt; IRMA self-assessments (Senegal and Argentina)</li> <li>&gt; SHIFT assessment of the Group's Human Rights policy</li> <li>&gt; External audit of complaint-handling systems on mining sites</li> </ul>
9	Be an ethical partner of choice	<b>100%</b> of sales and purchasing teams trained on anti-corruption every year	<b>100%</b> of purchasers and salespeople trained
10	Be a responsible company of reference in the mining and metallurgy sector	<b>100%</b> of the Group's suppliers and customers identified as high-risk are in line with Eramet's CSR/Ethics commitments	<b>90%</b> of suppliers and <b>99%</b> of assessed at-risk customers are compliant



## Act For The Planet

11	Reduce our atmospheric emissions	Tonnes of ducted dust emitted by industrial facilities: <b>-80%</b> in 2023 compared to 2018	<b>- 69%</b>
12	Protect water resources and accelerate the rehabilitation of our mining sites by fostering biodiversity	Ratio of rehabilitated areas to cleared areas <b>≥ 1</b> over the period 2019-2023	<b>1.21</b>
13	Reduce our energy and climate footprint	Reduction of tCO <sub>2</sub> /t outgoing product (ref. 2018) <b>- 26%</b> in 2023 compared to 2018	<b>- 40%</b>



# Responsible mining, the Eramet standard

“ The world that comes after will probably be carbon-free, but rich in metals. By 2030, demand for copper will double, demand for nickel will treble, demand for lithium will quadruple and demand for rare earths will treble to quadruple. ”

– **Philippe Varin**, rapporteur for the mission on securing the supply of raw materials in Europe

## The energy transition needs responsible metals

As the world moves from the oil age to **the metal age**, this comes with its share of constraints and opportunities. From electric vehicles to wind turbines, solar panels and batteries, all of these energy transition tools are made from nickel, cobalt and lithium.

As such, demand for metals is rising considerably worldwide. They will need to be produced in large quantities, and to keep the promise of a virtuous ecological transition they will need to be produced responsibly.

Customers and citizens increasingly want – and rightly so – products made from metals and minerals that are recovered in the most responsible way possible and meet the highest ethical and sustainable criteria.

Yet many metals are not produced responsibly today. From pollution to failing to respect human rights and environmental accidents, mining companies are often associated with an image tarnished by unacceptable practices, due to a lack of transparency or control.

For Eramet, successfully completing this essential energy transition means two things: **developing its portfolio around the critical metals** present in batteries – lithium, nickel and cobalt – **and becoming a global benchmark in responsible mining.**

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## What is responsible mining?

### CSR: a drive that sets up the conditions for responsible mining

For several years now, Eramet has been working on a voluntary basis to ensure that corporate social responsibility is at the heart of its strategy and activities. The Group aims to be a socially-responsible and civic-minded corporate citizen that contributes to the well-being and development of the local communities and regions in which it operates. By adhering to approaches such as the Paris Agreements and the [Sustainable Development Goals \(SDGs\)](#) – the key priorities set out by the United Nations for achieving a better and more sustainable future for all – the Group seeks to provide a clear framework for the measures taken by its subsidiaries, and to ensure that they are monitored and properly acknowledged.

This objective is reflected in Eramet's Corporate Mission statement, which was incorporated into the Group's by-laws in 2021: **to become a reference for the responsible transformation of the Earth's mineral resources for living well together.** To achieve this, the Group

constantly assesses its performance [in line with its CSR roadmap](#) and is also audited by third-party organizations such as NGOs, global CSR programs, non-financial rating agencies and government agencies.

Since 2018, the Group has registered constant and steady progress in terms of meeting the objectives. The CSR performance is especially illustrated by:

- › Improved safety, with a significant and constant decrease in the number of accidents (-21% in 2022; FR2 of 1.6 in 2022)
- › The 39% reduction in the Group's carbon intensity since 2018 and [the validation of the Group's climate trajectory to 2035 and 2050 by the Science Based Targets initiative \(SBTi\)](#)
- › The recognition of Eramet's proactive commitments to biodiversity by [act4nature international](#) through avoidance and impact reduction actions, as well as awareness raising and promoting its preservation.

### Village of Foth, Senegal

Eramet Grande Côte Opérations, Eramet's Senegalese subsidiary, regularly dialogs with local communities through its many field officers and local contacts, who have excellent knowledge of the local social fabric. Dialog with communities is an integral part of the Group's CSR strategy.



115

2022 Group  
CSR performance  
rating

In 2022, Eramet's extra-financial performance was recognized. The Carbon Disclosure Project has given Eramet an A- rating in the Climate Change ranking. VigeoEiris' rating has been maintained at the Advanced level. Sustainalytics' ESG risk rating improved from 38.8 in 2020 to 26.1 in 2022.

A-

CDP  
DISCLOSURE INSIGHT ACTION

B+

MSCI



A

Rating awarded by the  
Carbon Disclosure Project  
(climate – 2022)

Rating awarded by the  
Carbon Disclosure Project  
(water – 2022)

Rating attributed by MSCI  
(january 2023)



## Lékédi Biodiversity Foundation

In June 2021, the Group created the Lékédi Biodiversity Foundation in Gabon. Its missions are to perpetuate the preservation of the Lékédi Park located in Haut-Ogooué, reintroduce endangered species such as great apes, restore biotopes, study, raise awareness and protect Gabon's biodiversity. Several scientific studies are currently underway at the Foundation through partnerships. For example, since 2012, with the CNRS, researchers, students and field assistants have been collecting data on the life and ecology of mandrills.

[Visit the Lékédi Biodiversity Foundation website](#)

## Implementing a virtuous value chain

Eramet is convinced that the metals we produce must follow a **virtuous value chain** before reaching the end consumer.

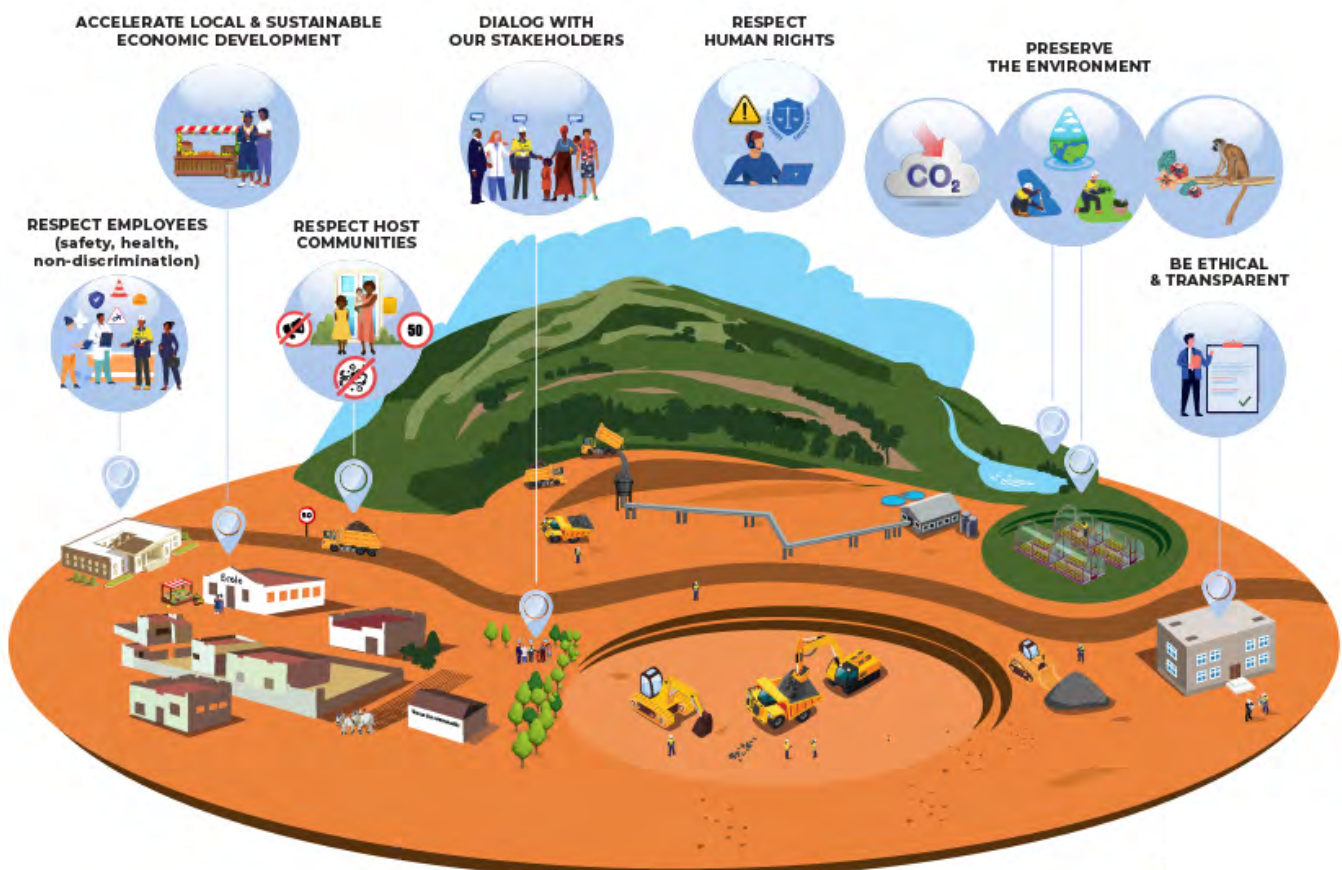
Right from the **exploration** stage, during our operations we include the populations concerned in our project, taking into account their expectations. Our right to operate goes beyond our economic contribution in host countries: we aim to be a driver of local and sustainable development, respecting human rights, and want to be chosen and valued by the populations surrounding our activities.

During **the operation of a mine or plant**, we strive to provide a safe working environment for our employees. And because our business involves extracting metals, by clearing woodlands for example or emitting greenhouse gases, the Group is committed to minimizing its environmental impact by rehabilita-

ting as much land than it clears for its mining activities, recycling mineral resources that were once handled but left in dumps and implementing numerous [measures to reduce its carbon emissions](#). Its CSR roadmap enables it to monitor the progress of its goals.

The Group is continuously preparing for the **«after-mine»** phase: rehabilitation also takes place ahead of a site's end of life even when it is remote, the idea being to restore a new biodiversity space, even partially and without waiting for the site's end of life. The initiatives developed, from the project's conception to its closure, must be able to make their mark and endure, even after mining activities have ended. Closure plans are designed to be compatible with the protection of the environment and human health.

## MINE ECOSYSTEM







# Validating our responsible mining drive

“ Creating the conditions for sustainable performance requires a rigorous approach that meets the highest international standards. By choosing IRMA, we want to be demanding and transparent in all the ecosystems in which we operate. ”



**Virginie de Chasse**  
Chief Sustainability and  
External Affairs Officer  
of the Eramet group

How do you go about demonstrating CSR performance when it comes to a mine, to a supply chain? This is the question the Group wants to answer: it is ready to constantly call itself into question and to make its mining model evolve by completely transparently putting it up for assessment by independent third parties.

As part of its progress-oriented approach, Eramet has voluntarily joined the **Initiative for Responsible Mining Assurance (IRMA)**.

IRMA's vision is of a world in which the mining industry respects human rights and the aspirations of the communities involved, provides safe, healthy and supportive workplaces, minimizes environmental damage and leaves a positive legacy.

– **IRMA**

## Understanding the Initiative for Responsible Mining Assurance

### An objective and independent assessment

- › Published in 2018, the IRMA Standard covers **all of Eramet's requirements in terms of responsible mining** (community relations, environmental protection, human rights, governance). The Standard defines best practices for what responsible mining should look like at the industrial-scale and meets the expectations of all our stakeholders (host countries and communities, customers, end consumers, employees, investors).
- › It is the **only global independent** that explicitly excludes the dumping of mine tailings in the open sea, a practice rejected by the Group.
- › Its **unique equal-stakeholder governance** (NGOs, organized labor, buyers, affected communities, representatives of the financial sector, mining companies) gives the initiative strong legitimacy: it guarantees the standard's high level and the transparency of the mine certification process.

› IRMA achievement levels are issued at the mining site level, following **independent field audits** of the operation.

› This standard can be used for all metals except uranium, including all of those recovered by Eramet such as manganese, nickel, mineral sands and lithium.

The IRMA methodology: gradually aligning with the best standards

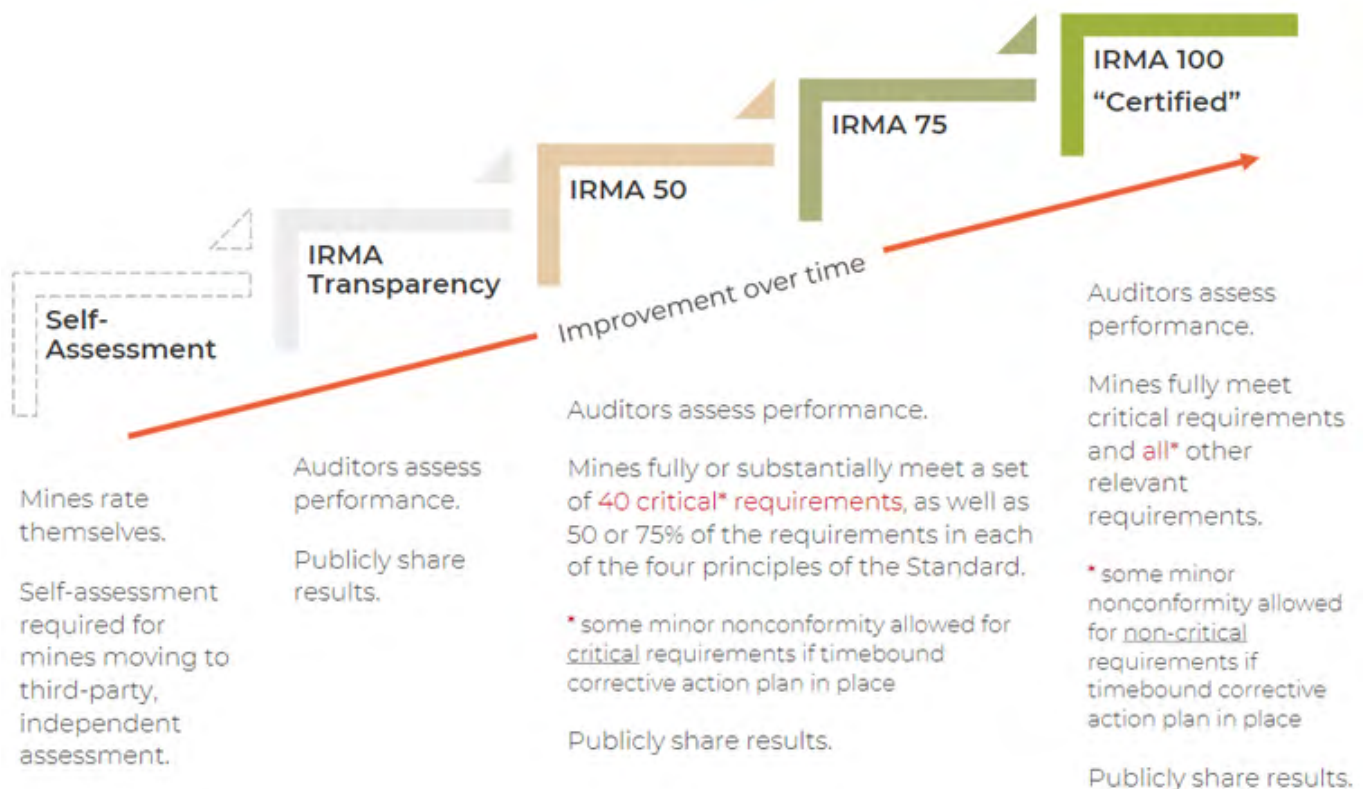
› **Site self-assessment:** the IRMA assessment process begins with a site self-assessment.

› **Initial audit by an independent third party:** the self-assessment results are analyzed, then verified on site by the audit team and enriched through dialog with stakeholders. The results of this audit are made public on the IRMA website.

› **Reassessment audit:** in addition to a mid-way surveillance audit, the audit is repeated every three years to update the site's achievement level.

› **Classification that forms part of a progress drive:** based on audit results, the independent audit firm assigns the mine an IRMA achievement level. If the site complies with 40 critical requirements it is eligible to score IRMA 50 or higher. As the mine progress through the IRMA audit cycle, the site earns rankings that reflects the improvement of its performance.

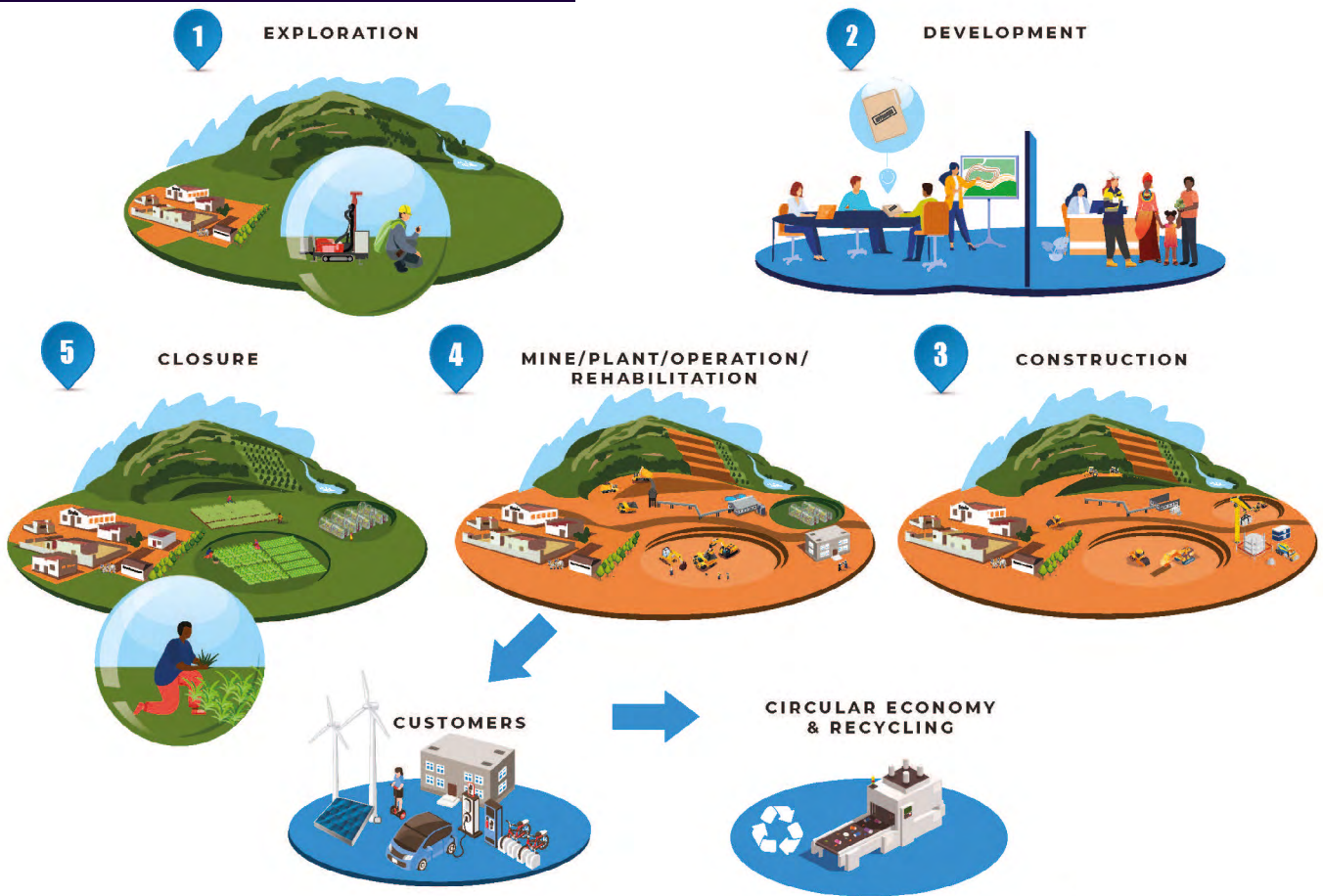
**IRMA ACHIEVEMENT LEVELS**



Source : IRMA

IRMA is the only standard that takes into account a mine's entire life cycle.

## MINE LIFE CYCLE



## How is Eramet doing?

**Self-assessments conducted in 2021:** the Eramet group chose two SLN mines in New Caledonia to compare its standards with IRMA standards:

- › Thio, in the Southern Province: the oldest mine in the territory and the cradle of nickel
- › Tiébaghi, in the Northern Province: SLN's largest mine

The results of these two self-assessments were used to:

- › Obtain results consistent with those of previous internal audits;
- › Identify progress actions due to the standard's high level of requirement and the exhaustiveness of the scope covered.

This includes in particular:

- Stakeholder involvement in the revision of emergency response plans;
  - Strengthening the environmental monitoring plans (frequency, number of stations);
  - Updating the societal component of the impact studies to guide community actions and have a baseline for measuring progress;
  - Conducting a human rights related risk assessment.
- › Confirm that the IRMA Standard meets the Eramet group's expectations to demonstrate its CSR performance.

In 2022, the Group has affirmed its ambition to comply with the CSR requirements of the IRMA Standard by having all its active mining sites audited by 2027.

As part of this Roadmap, the lithium project in Argentina and GCO's operations in Senegal underwent a self-assessment in 2022, the first step before an independent audit is undertaken.

After this self-assessment, Eramet is undertaking the independent evaluation of its Eramet Grande Côte Opérations (GCO) site in Senegal. The launch of this external audit by a third party will enable Eramet to be among the first mining groups to publicly commit to the IRMA process.

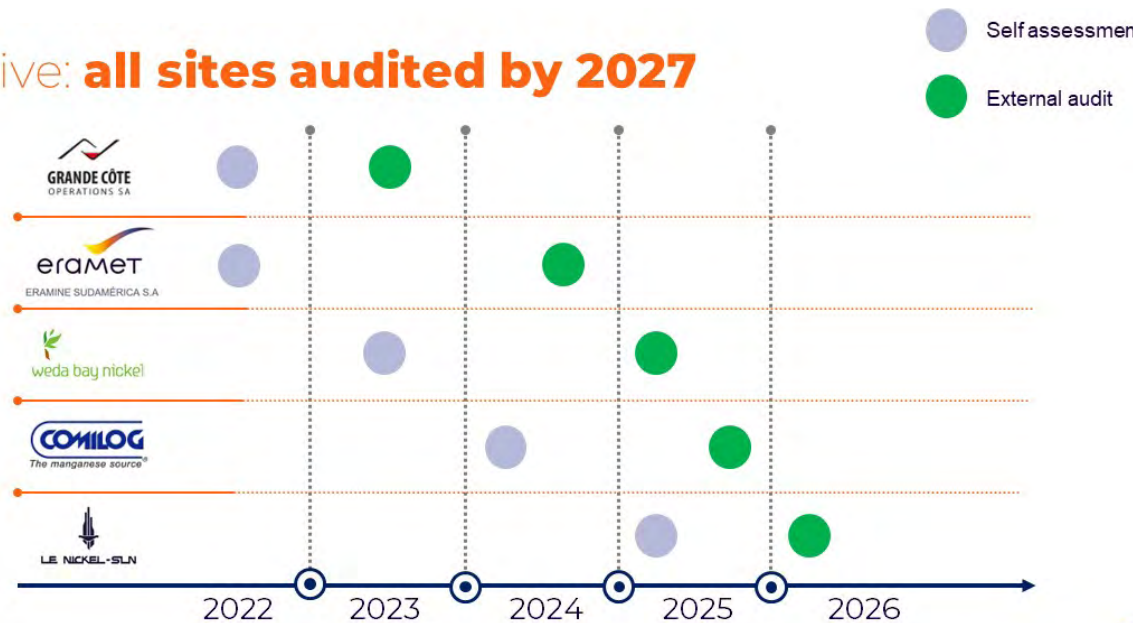


### Indonesia: Eramet takes part in the country's first responsible mining seminar

In 2022, Eramet was among the companies participating in a forum organized by the Indonesian Ministry for the Coordination of Maritime Affairs and Investment on the topic of "Implementing IRMA in Indonesian mining companies." The Group thus shared its experience with the IRMA certification process at its sites around the world, particularly in New Caledonia, as well as at its nickel mining operation in Weda Bay.

## PROVISIONAL SCHEDULE OF SELF-ASSESSMENTS AND IRMA AUDITS ON ERAMET'S MINING SITES

Objective: **all sites audited by 2027**



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