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PRESS RELEASE

Eramet becomes the first mining group in the world to establish a transnational labor relations body: the Eramet Global Forum

Eramet has created a new global employee representative body to develop constructive labor relations that are inclusive and respectful of local cultures. The aim of this forum is to negotiate agreements that will apply to all employees in areas such as social protection, quality of working life, diversity and inclusion, as well as issues relating to parenthood. This initiative is the first of its kind within the mining industry.

An initiative designed to ensure that all Group employees are represented and can express their views.

With more than 80% of Eramet's workforce now located outside Europe, the Group's management and employee representative bodies were keen to set up a new forum dedicated to labor relations and employee representation that would better reflect the breadth and diversity of the Group's operations; up until this point international labor relations had been handled by the European Works Council.

The Eramet Global Forum thus brings together for the first time employee representatives from the Group's main host countries: France (including New Caledonia), Gabon, Norway, Senegal and Argentina.

The aim of this body, which is not intended to replace local and national bodies, is to go beyond mere compliance with basic legal requirements. It will deal exclusively with transnational issues, and its main tasks will be as follows:

- to develop and maintain inclusive labor relations that are respectful of local cultures. Representatives will exchange views with each other and with Group management regarding Eramet's strategy, CSR commitments and development projects. Employee representatives will thus have the opportunity to express their views on key issues affecting Eramet's future.
- To negotiate agreements applicable to all employees in areas such as social protection, quality of life at work, parental issues, as well as diversity and inclusion. This power to negotiate agreements at a transnational level is groundbreaking. Indeed, few groups with similar bodies have granted them the authority to negotiate.

Anne-Marie le Maignan, *Director of Human Resources, Health and Safety, member of the Eramet Executive Committee*: "By dint of its ability to implement schemes that benefit all our employees, the Eramet Global Forum is the perfect embodiment of our CSR commitments and plays a key role in addressing the issues of career development, fairness, diversity and inclusion. It also testifies to our determination to be innovative when it comes to labor relations, since it involves a pro-active approach, based on transnational collective bargaining — an initiative that is unprecedented in the mining industry."



À PROPOS D'ERAMET

Eramet transforme les ressources minérales de la Terre pour apporter des solutions durables et responsables à la croissance de l'industrie et aux défis de la transition énergétique.

Ses collaborateurs s'y engagent par leur démarche citoyenne et contributive dans l'ensemble des pays où le groupe minier et métallurgique est présent.

Manganèse, nickel, sables minéralisés, lithium et cobalt : Eramet valorise et développe les métaux indispensables à la construction d'un monde plus durable.

Partenaire privilégié de ses clients industriels, le Groupe contribue à rendre les infrastructures et les constructions robustes et résistantes, les moyens de mobilité plus performants, les outils de santé plus sûrs, les appareils de télécommunications plus efficaces.

Pleinement engagé dans l'ère des métaux, Eramet ambitionne de devenir une référence de la transformation responsable des ressources minérales de la Terre, pour le bien vivre ensemble.

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