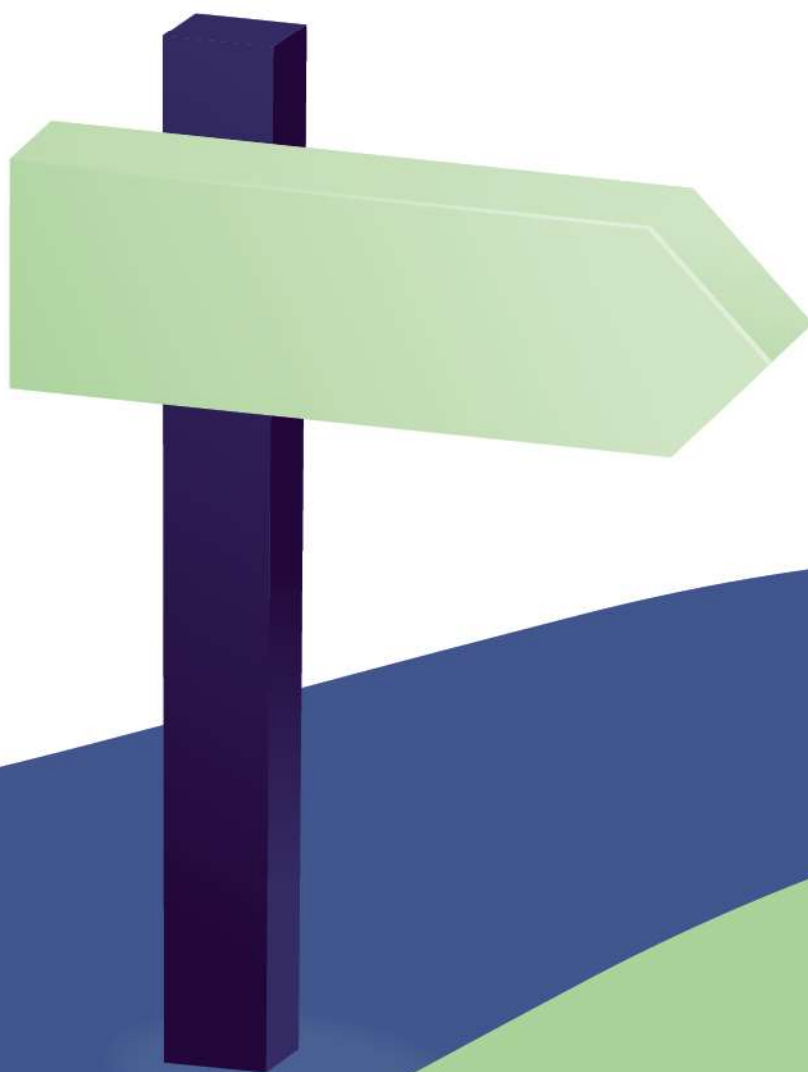


September 2023

POLICY

Health





OUR LONG-TERM OBJECTIVES

The health of Eramet employees, whatever their status, external contractors, visitors, and people living near its industrial sites is a priority for the Eramet Group.

While recognising the impossibility of eliminating all health risks, the aim of the Group Health Policy is to control them in order to minimise their frequency and the impact of their consequences.

The Eramet Group is determined to have detailed and in-depth knowledge of all the health risks related with its activities and to contribute to the development and distribution of that knowledge.

1. ERAMET GROUP COMMITMENTS

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

- **Contribute** actively to scientific work on the risks linked to processes and products.
- **Reduce** the risks of health impairment linked to work or the health impact of the Group's industrial activities and products, by involving everyone and in conjunction with occupational health specialists, line managers and the CSSCTI (Health, Safety and Working Conditions Committee) or/and similar bodies.
- **Comply** with local regulations, current norms, and Group health standards.
- **Implement** the necessary resources to comply with this health policy.

2. IMPLEMENTATION METHODS

Management of HR, Health and Security Department is guarantor of this policy. It is responsible for reviewing the policy to reflect internal and external developments.

To implement its Health Policy, Eramet uses the following means:

- **Day-to-day integration of health and working conditions** into every decision and at every managerial level just like safety and the environment.
- **Drafting, distributing, and applying standards**, guides and procedures required for the health policy in association with employees and their representatives.
- **Each entity draws up a health action plan**
Eramet sets up dashboards to monitor relevant health indicators (work-related physical or mental disorders, absenteeism, bio-metrology measurements, etc.).
- **Harmonisation of methods**
The Group uses a standardised method for assessing the level of implementation of the Health Fundamentals across all entities to put corrective action plans in place.
- **Employee involvement**
It consults employee health representatives when drawing up the corrective action plan.

→ **Raising employee awareness**

Eramet Group's priority is to inform employees and raise their awareness of risks and work procedures, to adapt workstations and to provide them with the work equipment best suited to protect their health. Workstations likely to develop musculoskeletal disorders are identified using an analysis method based on ergonomic data.

→ **Monitoring to enable early detection of health problems that may be linked to manufacturing processes or products placed on the market.**

Eramet regularly assesses exposure levels and identifies the persons concerned by such exposure. Eramet provides medical surveillance adapted to the risks, in line with regulatory recommendations and current scientific data.

→ **Information and traceability of exposure levels**

The Group informs employees exposed to a risk and compiles the collected results. Eramet organises the traceability of exposure and the monitoring of each person exposed to a risk.

→ **Ongoing scientific monitoring and benchmarking of new risks and best practices**

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

→ **Development of a policy to tackle addictive behaviour**

Eramet applies zero tolerance to alcohol and drugs on all its sites. The Group organises prevention and information campaigns for all employees. It screens for risky behaviour in compliance with local regulations and professional ethics. It imposes sanctions in case of endangerment of people or facilities.

The implementation of this Health Policy relies on the commitment of Group Management and employees.