



Safety Policy

Safety is a VALUE of the company

We are convinced that any accident can be avoided. In the plants and mining sites, our activities require constant vigilance in order to prevent any accident and not to endanger the health of our employees or that of external parties. The Group therefore implements prevention and protection measures to ensure the greatest possible safety at its sites.

Everyone is responsible for their own safety, for their employees and for those around them.

Safety is the primary responsibility of every manager in our company.

We must be safety leaders and achieve our goal of ZERO accidents. This is a key objective of our strategy and the condition for the success of our company.

1. COMMITMENTS OF THE ERAMET GROUP

EXCOM and Management Committees will actively encourage, recognize and support all employee involvement in improving safety performance and allocate funds accordingly to support the efforts. Management will apply disciplinary measures, at minimum consistent with applicable standards, to those who choose not to comply with our safety rules and policies.

In order to deploy the Safety Policy, each person commits to:

- Comply with Group, Division and site requirements as well as local regulations
- To be exemplary, vigilant and responsive to any risks that may arise.
- Identify hazards and control risks.
- Enforce our safety requirements for outside companies working on our sites.
- STOP any activity that is deemed dangerous or does not comply with safety rules.
- Dialogues and interacts with employees during regular safety visits.
- To be trained in the application of safety procedures and instructions.
- Report dangerous events, acts & conditions and suggestions for improvement.

Each manager is responsible for ensuring and giving the means to each of his employees to respect these commitments.

2. MODALITIES OF IMPLEMENTATION

The Group's Safety and Prevention Department is responsible for this policy, in charge for revising it based on internal and external changes. The policy is translated into quantified objectives and safety improvement plans at Group, Division and site level.

The implementation of the Policy is based on standards defining the main safety principles and rules, such as:

- Risks are identified and classified by criticality. Control measures are implemented to reduce criticality to an acceptable level.
- Routine tasks are performed according to a work instruction that takes into account the risks identified for that task. Tasks not covered by a work instruction are subject to a work permit.
- Critical activities are carried out in accordance with the "Essential Requirements for safety" defined by the Group.
- The missions and work carried out on our sites by external companies are framed by a specific Prevention Plan and compliant with safety rules, controlled on the ground.
- Safety interactions are carried out by managers in accordance with quantitative and qualitative objectives.
- Key Performance indicators and dashboards enable the monitoring of safety performance
- Compliance with safety principles and rules is integrated into the control, inspection and audit processes.

Safety roles and responsibilities are clearly defined. The implementation of the policy is supported by a sufficient number of dedicated safety resources, as well as the involvement of operational management on a day-to-day basis. Each site appoints a safety manager who advises and supports the site management on workplace safety.