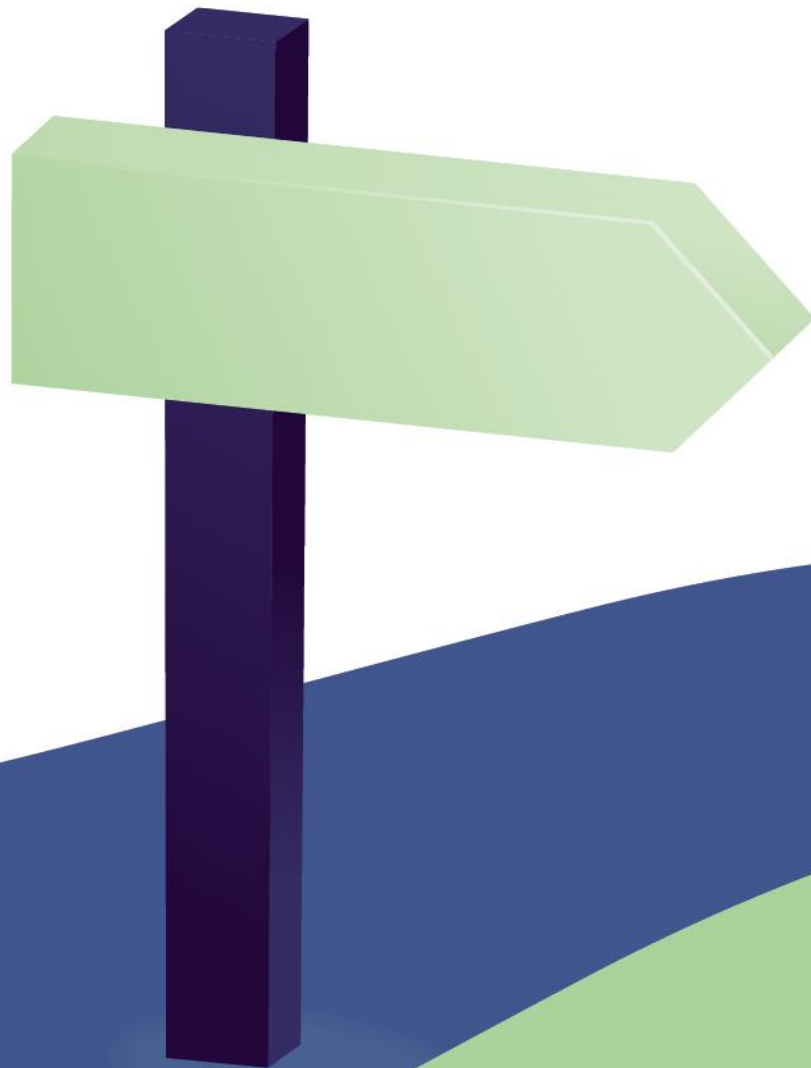


*September 2023*

# **POLICY**

## **Safety**





## OUR LONG-TERM OBJECTIVES

SAFETY is a fundamental VALUE of the Eramet Group.

We must be leaders in safety and achieve our goal of ZERO accidents.  
It is a key objective of our strategy and a pre-requisite for the success of our company.

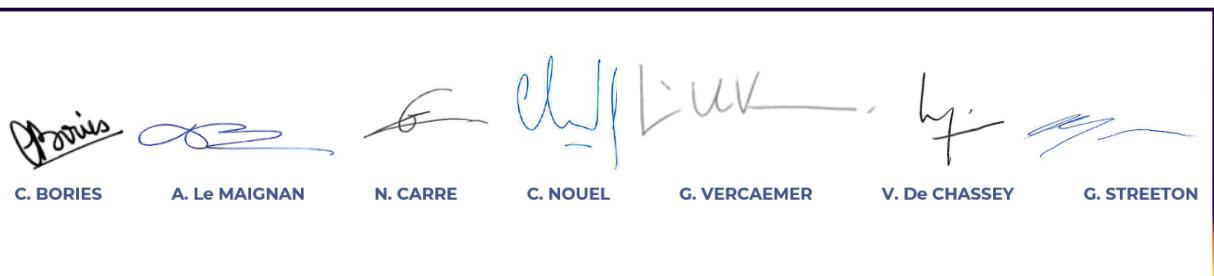
We are convinced that all accidents can be avoided.

In our plants and mining sites, our activities require constant vigilance in order to prevent any accident and not to endanger the health of our employees, nor that of external parties.

The Group therefore implements prevention and protection measures to ensure the greatest possible safety on its sites.

Each person is responsible for their own safety, the safety of their colleagues and those around them.

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



# 1. ERAMET GROUP COMMITMENTS

As part of its Safety Policy, the Eramet Group commits to:

## Executive committee and Board of Directors

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- **Encourage**, recognize, and actively support employee involvement in improving safety performances.
- **Allocate** funds and resources accordingly to support safety efforts.
- **Apply** disciplinary measures to individuals who choose not to follow our safety rules and policies, at least in accordance with applicable norms and standards.
- **Set an example**, be vigilant and responsive to any risks that may arise.

## Each Employee

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- **Comply** with Group and site requirements and local regulations.
- **Set an example**, be vigilant and responsive to any risks that may arise.
- **Identify** hazards and control risk with the goal to eliminate all risks.
- **Enforce** our safety requirements to external companies working on our sites.
- **Stop** any activity deemed dangerous or not in compliance with safety rules.
- **Communicate and interact** with colleagues and contractors during regular safety visits.
- **Learn** about safety procedures and instructions.
- **Report** dangerous events, acts & conditions and suggest improvements.

**Each manager is responsible for:**

- **Ensuring compliance with safety rules on the field and in procedures.**
- **Regularly discussing/interacting with his or her employees about their Safety.**
- **Giving the means to each of his or her employees to honour these commitments.**

## 2. IMPLEMENTATION METHODS

The Group Safety and Prevention Department is responsible for the present policy. It oversees its revision to reflect internal and external developments. The policy is implemented in terms of quantified objectives and a safety improvement plan for the Group and each site.

To implement its Safety Policy, Eramet uses the following resources:

- **Clearly define safety roles and responsibilities.**
- **Support the policy with sufficient dedicated safety resources and the involvement of operational management daily.**
- **Appoint a safety manager on each site who advises and supports the site management in terms of occupational safety. The safety manager has the authority to enforce the rules.**
- **Rely on standards that define the main principles and rules for safety, such as:**
  - Risks are identified and classified by criticality. Control measures are set up to eliminate risks or reduce criticality to an acceptable level.
  - Routine tasks are performed according to work instructions that consider the risks identified for that task. Critical tasks not covered by work instructions are subject to a work permit.
  - Critical activities are performed in accordance with the "Safety Essential Requirements" and the Safety Standards defined by the Group.
  - Missions and work carried out by contractors are governed by a specific Safety Plan and compliance with safety rules is monitored on site.
  - Safety interactions are carried out by managers sufficiently, to be in accordance with the objectives set.
  - The quantified objectives and dashboards allow the monitoring of relevant safety indicators.

Compliance with safety principles and rules is integrated into the processes of monitoring, inspection, and audit.