

FOCUSING ON ENVIRONMENT, HEALTH, AND SAFETY

Constellium is resolute in our dedication to EHS. We constantly review our policies and practices to minimize our environmental impact, keep our employees and communities healthy, and guarantee the safety of people at our sites.

Our challenges

Environmental protection, health, and safety (EHS) are our absolute priorities. While the nature of our business creates certain risks for the environment, we do our best to minimize our footprint. Similarly, our industry requires materials, equipment, and processes that may pose risks to the health and safety of our employees, contractors, and visitors. Our goal is to achieve zero injuries and illnesses by integrating EHS into all aspects of our business. Constellium's EHS management system is described in our *EHS FIRST* policy and manual, and our EHS Directives and Guidelines.

Safety

Safety is our number one value at Constellium, and at the heart of everything we do. Our Recordable Case Rate (RCR)⁽¹⁾ has improved significantly, from 3.31 in 2016 to 1.82 in 2020, well below our 2020 target of 2.35. We reached our goal to reduce it by 10% year after year and our number of Serious Injury cases decreased to 2 vs. 7 in 2019. We will keep the same target of a 10% reduction in recordable injuries in 2021.

These achievements are the results of our employees' commitment to safety and of our global Serious Injury and Fatality (SIF) program. Since the program's rollout in 2018, our sites have set up SIF teams to regularly identify risks with the greatest potential for serious injuries and to take action to mitigate them. We engage our leadership through our Safety Task Force, made up of members from our Executive Committee. Safety also depends on individual actions. In 2020, we launched

INTERVIEW

LaDonna Smith, Group Sustainability and Safety Manager, on "Caring for Each Other"



"Caring for each other" training at our Issoire plant, France

always intervene, learn how to voice our EHS concerns to others in a manner that shows we care, and practice our responses.

Concretely, how does it work?

"Caring for Each Other" is a global, interactive, four-hour training program. All North American and European sites have rolled out the program, and we plan to train all our 12,000 employees throughout 2021.

Why "Caring for Each Other"?

Behaviors are as critical as policies and procedures when it comes to safety. We all have a responsibility to follow our Safety Rules, but also to speak up when they are not respected.

As CEO Jean-Marc Germain notes, "In a world of critical risks, staying silent may kill."

What are the objectives of this program?

To understand the reasons why we do not

"Caring for Each Other," a company-wide training program focused on the reasons for unsafe practices, peer-to-peer interaction, and speaking up when employees witness risky behavior.

Environment

At site level, our main environmental actions and programs concern spill containment and countermeasures, hazardous substance management, reducing landfilled waste, improving energy efficiency, waste

and materials reuse and recycling, minimizing the impacts of air emissions, and water management (see pages 61-65).

Preventing environmental incidents

In 2019, we began tracking "environmental near misses": any incident that could have had a negative environmental impact but did not. In 2020, we added to our preventive action plan the identification and investigation of "high-potential environmental near misses" and "high-potential minor environmental incidents"⁽²⁾

(1) Recordable Case Rate measures the number of fatalities, serious injuries, lost-time injuries, restricted work injuries, or medical treatments per one million hours worked.

(2) Minor environmental incident: A one-time, localized environmental incident due to a lack or failure of control, resulting in minimal cost or consequences.



that could have resulted in major consequences.

Health

Responding to the Covid-19 crisis

Looking after the health of our employees, their families, and our communities has never been more critical than during the Covid-19 pandemic. We have taken strict measures to protect our workers while allowing our sites to continue meeting the needs of our customers. In compliance with World Health Organization guidelines and local regulations, we implemented quarantine procedures for confirmed

cases and suspected exposures. Business travel was extremely limited and needed top management approval, and employees who could do so worked from home.

Our sites established preventive controls to manage the risk of infection, including regularly disinfecting and partitioning work areas, updating information on best hygiene practices, wearing masks, enforcing social distancing practices, and strict policies for visitors, suppliers, and deliveries. We frequently review our hygiene and safety procedures. Each month, we conduct conference calls with our sites, sharing good practices and updating our guidelines. We developed videos to promote safe behavior at work and home.

Other health initiatives

We take a range of actions to prevent work-related diseases and promote employee health, including flu vaccinations, fitness classes, and eye testing. An increasing number of sites are working to improve ergonomics, and some have programs to reduce noise levels or psycho-social risk. Most



sites have an Employee Assistance Program to support employees dealing with personal difficulties, and several provide support through training or team discussions on issues such as addiction prevention. Health issues are covered in our company-wide newsletter and on our intranet. Plants have launched health campaigns on breast cancer awareness, Healthy Heart Month, smoking cessation, weight loss, and more.

OUR RESULTS

85% of our sites⁽³⁾ have ISO 14001 certification (environmental management systems), while 85% of our employees⁽⁴⁾ are covered by OHSAS 18001 or ISO 45001 certifications (occupational health and safety).

2021 TARGETS	INDICATORS	2019	2020
Reduce our Recordable Case Rate by 10% per annum from 2016	Recordable Case Rate and annual variation	2.40 RCR, -8% compared to target	1.82 RCR, -22% compared to target
No more than four serious injuries a year	Number of serious injuries	7 Serious injuries	2 Serious injuries
Be in the industry's top quartile for safety results	Recordable Case Rate	YES	Industry data is not yet available
Zero major ⁽⁵⁾ or significant ⁽⁶⁾ environmental incidents	Number of major or significant incidents	0	0

(3) Joint venture sites are excluded. (4) Employees at corporate offices and joint ventures are excluded. (5) An environmental incident is considered major when the total cost is greater than 2,500,000 USD and/or when the recovery from environmental impact requires more than a year. (6) An environmental incident is considered significant when the total cost is greater than 250,000 USD and/or when recovery from environmental impact requires longer than a month.