

Aperam Sustainability Report 2016 Online Supplement A

United Nations Global Compact references

To facilitate stakeholders' understanding and benchmarking of our corporate responsibility performance, we show how our operations and strategy align with the UNGC's ten principles (www.unglobalcompact.org).

Our Sustainability Report and specific additional items (as noted) represent our UNGC Communication on Progress (COP).

1. Our Statement by the Chief Executive is on p3 of our 2016 Sustainability Report.

2. Our practical actions to implement the Global Compact principles in the four key issue areas of human rights, labour, environment and anti-corruption are described in our Sustainability Report, as well as in online supplement C which covers our Disclosures on Management Approach (DMA).

3. Our measurement of outcomes is described in the Performance Dashboard on p8-9 of our Sustainability Report.

Further detail is provided in each chapter.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

>> Assessment, Policy, Goals and Implementation:

Our policies and how we implement them are described in all our Sustainability reports and in the online supporting documents, specifically:

- Sustainability Report p35-36 (local community impacts) and Online Supplement C (Economic; Supply chain management);
- Code of Business Conduct, available on www.aperam.com under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on www.aperam.com under sustainability and corporate policies;
- Annual Report Corporate Responsibility Statement p33;

- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p49; and

- Human Rights Policy, available on www.aperam.com under sustainability and corporate policies.

- Sustainability Report p31 (supplier assessment) and Online Supplement C;

- Human Rights Policy, available on www.aperam.com under sustainability and corporate policies;

- Code of Business Conduct, available on www.aperam.com under sustainability and corporate policies;

- Code for Sustainable Sourcing and Purchasing, available on www.aperam.com under sustainability and corporate policies

- Annual Report Corporate Responsibility Statement p33; and

- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p54.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

>> Assessment, Policy, Goals and Implementation:

Our policies and how we implement them are described in the 2016 Sustainability Report and in the online supporting documents, specifically:

United Nations Global Compact references continued

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly Technologies.

>> Assessment, Policy, Goals and Implementation:

Our policies and how we implement them are described in the 2016 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p20-28 (Environmental impacts) and p32 (Product & Customer responsibility);
- Environment, Energy, Health and Safety policies, available on www.aperam.com under sustainability and corporate policies;
- Code of Business Conduct, available on www.aperam.com under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on www.aperam.com under sustainability and corporate policies;
- Annual Report Corporate Responsibility Statement p33; and
- Online Supplement D on 'Corporate governance at Aperam' and Annual Report p53.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

>> Assessment, Policy, Goals and Implementation:

Aperam Policies and implementation are described in the 2016 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p37 (Integrity as a key element of our culture);
- Code of Business Conduct, available on www.aperam.com under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on www.aperam.com under sustainability and corporate policies;
- Anti-corruption and bribery policy on www.aperam.com under Corporate Governance and Compliance;
- Annual Report Corporate Responsibility Statement p33; and
- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p53.
- Anti-Money laundering policy
- Tax policy