



## 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](http://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 p4 of our 2014 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 the 2014 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p29-31 (local community impacts) and Online Supplement C (supply chain management);
- Code of Business Conduct, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Annual Report Corporate Responsibility Statement p32;

- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p48; and
- Human Rights Policy, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies.

### 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 2014 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p28 (supplier assessment) and Online Supplement C;
- Human Resources Policy, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Human Rights Policy, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code of Business Conduct, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies
- Annual Report Corporate Responsibility Statement p32; and
- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p48.

## 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 2014 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p18-23 (reducing our environmental impacts) and p26-27 (environmental innovation in product development);
- Environment, Energy, Health and Safety policies, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code of Business Conduct, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Annual Report Corporate Responsibility Statement p32; and
- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p48.

### 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 2014 Sustainability Report and in the online supporting documents, specifically:

- Sustainability Report p28 (creating a compliance-focused workforce);
- Code of Business Conduct, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Code for Sustainable Sourcing and Purchasing, available on [www.aperam.com](http://www.aperam.com) under sustainability and corporate policies;
- Anti-corruption and bribery policy on [www.aperam.com](http://www.aperam.com) under Corporate Governance and Compliance;
- Annual Report Corporate Responsibility Statement p32; and
- Online Supplement D on 'Corporate Governance at Aperam' and Annual Report p48.