

# Aperam Health & Safety Policy



*Our commitment to the Health and Safety of all employees and stakeholders is deeply ingrained in what makes Aperam a unique company: a company where Environment Social Governance (ESG) excellence is guiding all our actions.*

*Our commitment to Health and Safety is without any compromise, and with the sole objective of zero fatalities and zero harm for all those who work for Aperam.*

To achieve this ultimate goal, each one of us has an active role to play when it comes to our working environment, our culture and our well-being.

- **Providing a safe and healthy working environment:**
  - go beyond fulfilling our legal obligations and always target to ensure the full protection of our employees and other stakeholders.
  - continuously search for excellence in identifying, assessing and eliminating health and safety risks and finding better ways to improve risk controls.
  - provide all the necessary resources such as quality training, clear instructions, support and protections, ensure everyone is properly protected and trained to work safely.
  - strengthen all of our safety standards and put in place the necessary measures to ensure that these standards are applied at all of our sites.
- **Strengthening our safety culture at all levels of our organization to become a truly proactive organisation:**
  - work strongly on two core elements of our safety program: compliance and culture; with the application on all sites of our JUST CULTURE policy
  - improve our performance through behaviour and initiatives from the field and through an even more participatory approach.
  - establish a supportive culture with visible leadership and clear accountability.
  - become a real learning organisation, talking openly about our



mistakes, where people are not blamed for their mistakes but where violations will not be tolerated, conducting in-depth root cause analyses looking for appropriate solutions and sharing our learning lessons. We say NO to the repetition of accidents!

- **Promoting health and well-being in the workplace at the same level as safety:**
  - As Aperam cares about the health and well-being of its employees, we have created a dedicated approach, covering multiple initiatives on physical health over mental health, promotion of healthy lifestyle and ensuring a strong health organization is in place and. This all because we are convinced that motivated and healthy employees make the difference.
  - In addition, a multi year investment approach is launched to further improve and optimize the working conditions of our employees and contractors.

Let all of us continue to be the ambassadors of Health and Safety within and outside Aperam!

***Aperam's Leadership Team***