

# CONSTELLIUM HUMAN RIGHTS POLICY AND LABOR PRACTICES

## 1. Statement

Constellium is a global leader in innovative and high value-added aluminium products and solutions with leading positions in the aerospace, automotive and packaging end markets.

We have a proud heritage and a bright future.

This heritage has been built upon and our future relies on our strong core values and our determination to act with integrity and the highest ethical standards.

The Constellium Worldwide Code of Employee and Business Conduct ([CPPM I.CE.02.a "Code of Conduct"]) sets out our vision and values and principles and standards we apply in conducting our business and those we expect from our business partners.

## 2. Principles and Standards at Constellium

Constellium is a signatory to the United Nations Global Compact. Our principles and standards include acting in accordance with UN Guiding Principles on Business and Human Rights and other internationally recognized standards. We expect these practices and behavior not only within our own operations and from our employees but also from all our business partners, including our suppliers.

In particular, our processes and operations and those of our business partners must comply with the following principles in the area of human rights, individual liberties and labour practices:

- No use of forced or compulsory labour
- No use of child labour that is not in accordance with the conventions of the International Labour Organization
- No use of slavery or human trafficking
- Equal opportunity with no illegal discrimination on the basis of race, gender, ethnic origin, skin colour, disability, religion, nationality, sexual orientation, social origins, age, marital status, family situation, pregnancy, or political beliefs and workplaces that are free from physical and verbal harassment
- Compliance with all health and safety at work regulations and the requirement that employees and contractors operate in humane working conditions
- The right of employees to join, or not to join, a labour union or work council without fear of intimidation or reprisal or any type of harassment
- Compliance with all applicable laws relating to working hours and wages and benefits.

We take all necessary measures throughout our organization and supply chain to assess, address and if necessary take all remedial action in respect of practices that are not in compliance with our Constellium Worldwide Code of Employee and Business Conduct in general and also those that do not comply with all internationally recognized human rights, individual liberties, and labour standards.