

Constellium Deutschland GmbH / Constellium Singen GmbH / Constellium Rolled Products Singen GmbH & Co. KG

Statement on respect for Human Rights and corresponding environmental standards

As signatory to the United Nations Global Compact the respect of human rights and fair working conditions are one of the top priorities of Constellium Deutschland GmbH, Constellium Singen GmbH, Constellium Rolled Products Singen GmbH & Co. KG as well as the whole Constellium Group (hereinafter Constellium).

Constellium is fully committed to the values of safety, trust, respect, transparency, collaboration and empowerment and to live those values in its business.

Constellium is fully committed to acting in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). We fully endorse and support the principles outlined in the International Bill of Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We expect the same standards from all our contractors, suppliers and other business partners.

We have implemented systems and controls to prevent human rights violation in our business and in our value chain based on a series of policies and standards have established.

Those policies and standards are available under www.constellium.com and include in particular:

- Worldwide Code of Employee and Business Conduct (Code of Conduct)
- Human Rights Policy and Labor Practices
- Policy for Reporting Wrongdoings
- Sustainable Sourcing Policy
- Supplier Code of Conduct
- Modern Slavery Statement
- Plans on control, preventive and remedial measures according to the latest Management Report of Constellium SE

All our suppliers are expected to agree and adhere to our Supplier Code of Conduct. Regularly we conduct compliance training for our employees on our Code of Conduct.

Employees, contractors and other external stakeholders are expected to report any suspicions of human rights breaches in our business or supply chains immediately to our confidential Integrity Hotline www.constellium.com/integrity-hotline or to the Ombudsman Ombudsman@constellium.com to be investigated promptly.



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In the scope of our due diligence in respect to Human Rights and corresponding environmental matter, we regularly perform risk assessments to identify possible breaches or risks at an early stage, to assess and prioritize them as well as to counter them with appropriate measures. Our Sustainable Sourcing Policy details the assessment process for our supply chain.

More information upon human rights related topics and about our commitment to respect human rights one can find in the latest Sustainability Report ([sustainability report](#)).

Complaints in respect to non-compliance with this policy statement may be addressed to the Integrity Hotline or Ombudsman as mentioned above.

Questions and notes to this statement only can be addressed to lksg@constellium.com.

Managing Director
of Constellium Deutschland GmbH, Constellium Singen GmbH, Constellium Rolled Products Singen GmbH & Co. KG

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