

Responsible Recruitment Principles

Purpose and underlying principles

This document establishes the principles for ethical recruitment practices within our organization. We seek to promote transparency, equality, and respect for candidates throughout the recruitment process.

At Constellium, responsible recruitment is rooted in our core values of respect and trust. We adhere to our [Code of Conduct](#) with the aim that every hiring decision reflects fairness, transparency, and ethical standards. This means respecting applicable laws and regulations, treating all candidates with dignity, avoiding discrimination and exploitation, and providing clear channels—such as our Integrity Hotline—for raising concerns.

1. Human and Labor Rights

Constellium is committed to upholding internationally recognized human and labor rights standards across all our recruitment activities, in every country where we operate. These principles reflect global best practice and apply universally in responsible employment.

1.1 General Principles

- No child labor, forced labor, slavery, or human trafficking.
- Respect for freedom of association and collective bargaining in accordance with applicable laws.

1.2 Prohibition of Recruitment Fees

- Under no circumstances shall applicants be charged recruitment fees.

1.3 Respect for Freedom of Movement

- Practices that restrict freedom of movement are strictly prohibited, including:
 - Debt bondage
 - Confiscation of passports, work permits, bank cards, or personal property

2. Transparency and Terms

We strive for clarity and openness in all aspects of employment terms.

2.1 Clear Job Postings

- Job postings describe roles, responsibilities, and requirements.

2.2 Recruitment Process Disclosure

- We seek to inform candidates of the recruitment steps, timelines, and expectations.

2.3 Key Employment Terms

- A written document is provided to successful candidates containing key employment information like legal entity, job title and salary.

3. Equality & Fairness

We foster an inclusive and equitable recruitment environment.

3.1 Non-Discrimination

- All candidates will be treated fairly, without discrimination based on race, sex, age, disability, sexual orientation, religion or any other legally protected characteristic.

3.2 Equal Employment Opportunity

- We actively promote equal employment opportunities and inclusion in our hiring practices.

4. Respect for the Candidate

We prioritize candidate dignity and trust throughout the process.

4.1 Confidentiality and Data Protection

- Personal data will be handled in compliance with applicable data protection laws and internal policies.

4.2 Providing Feedback

- We seek to provide candidates with timely feedback.

5. Access to Outlet to Voice Concerns

5.1 We are committed to ensuring every candidate has a safe way to raise concerns.

- We want candidates to know that their voice is heard, and action may be taken when appropriate.
- If candidates experience unprofessional or unlawful conduct by our recruiters during the hiring process, they can confidentially report these matters through our [Integrity Hotline](#).

6. Compliance

- Adherence to these principles is expected of all Constellium recruiters, hiring managers and any employees involved in the recruitment process.

Note: These principles reflect Constellium's dedication to treating every candidate with fairness, transparency, and respect. They are designed to guide our teams in creating a positive recruitment experience, but they do not establish contractual rights, promises of employment, or other legal entitlements. Constellium alone interprets them, and it may update or adjust these principles as relevant laws or business needs evolve. Our commitment to improving the candidate experience, however, remains constant.