TRIMET France

2020 SUSTAINABILITY REPORT

trimet

Message from the Management

Our vision:

standing as a responsible, sustainable and corporate-citizen industry.

TRIMET is a medium-sized, innovative family-owned company that develops, produces, markets and recycles modern aluminium-based light metal products. In Germany and France, some 2,400 employees cooperate with our customers to make cars more economical, planes lighter, wind turbines and electrical installations more efficient, buildings more modern and packaging more environmentally friendly.

Four aluminium smelters, two recycling plants, four foundries, a sales and marketing department as well as state-of-the-art research and development laboratories: TRIMET offers its customers a wide portfolio of products, ranging from liquid aluminium to aluminium wire rod, billets, rolling slabs and foundry alloys. With an annual production of approximately 785,000 tonnes of aluminium products, we can satisfy almost any need.

We supply our customers with aluminium in all types of formats, quality and alloys, offering short- and long-term supply models and prices. On the global market, we are a reliable and responsive local partner.
We tailor our production to the specific needs of our customers in our alloy plants and deliver in liquid or solid form.
We recycle aluminium, supplying it in the required alloy, format and deadline.
We research and develop new alloys with our customers to improve their products.
We accept our responsibility and stand by our economic, social and ecological goals. Respect for the environment is rooted in the company's philosophy and shared on a daily basis by all staff.

"Our entrepreneurial actions are guided by our determination to maintain our independence as a family business and guarantee the jobs of our staff at our production sites. Our attachment to Europe and proximity with our customers make sustainable development an essential issue. »

Philipp Schlüter,
Chairman of the board, TRIMET Aluminium SE
and President of TRIMET France

"We are pleased to publish TRIMET France's first sustainability report. At our two sites in Saint-Jean-de-Maurienne and Castelsarrasin, both established over 100 years ago, we work to ensure the long-term success of the company while contributing to a sustainable economy, in particular through the very low carbon footprint of our products. We are committed to our social and environmental responsibility and to applying the UN's 17 Sustainable Development Goals which guide our decisions".

Loïc Maenner
Managing Director of TRIMET France

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Key figures

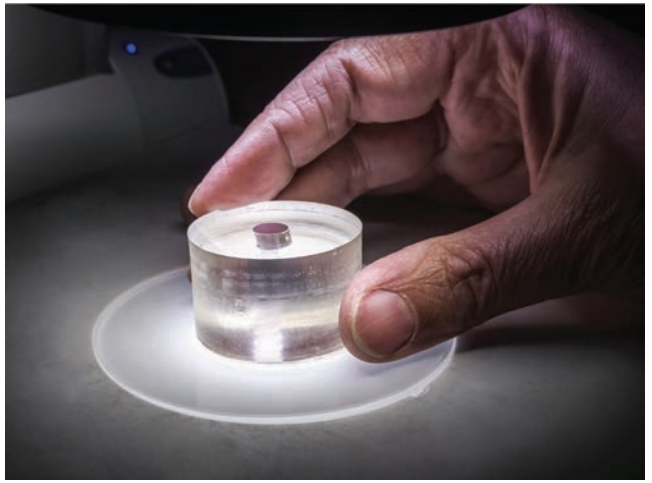
650 EMPLOYEES

284 MILLION EUROS
IN TURNOVER

MORE THAN **100 years**
OF KNOW-HOW
AND EXPERTISE

2
FRENCH
PRODUCTION PLANTS

1
OF THE TWO ONLY PRIMARY ALUMINIUM PRODUCERS
IN FRANCE



90%
OF OUR CUSTOMERS ARE LOCATED IN THE VICINITY
IN A 48-HOUR DELIVERY RADIUS

146,000
TONNES OF PRIMARY ALUMINIUM PRODUCED

20 years
OF ENVIRONMENTAL (ISO 14001)
AND QUALITY (ISO 9001)
CERTIFICATIONS

4 CERTIFICATIONS
ISO 14001, ISO 45001,ISO 50001 AND ISO 9001.
WE ARE TARGETING ASI CERTIFICATION
BY THE END OF 2021.

Gold medal
FOR THE PAST 4 YEARS ON THE
ECOVADIS CSR PLATFORM

50 **INTERNS AND WORK-STUDY STUDENTS** WELCOMED

35 hours **OF TRAINING**
PER YEAR AND PER EMPLOYEE

90% OF PRODUCTION OF SUB-PRODUCTS
ARE RECYCLED IN THE PRODUCTION PROCESS

66%
OF OUR EMPLOYEES HAVE TAKEN
AT LEAST ONE TRAINING COURSE IN 2020

OUR PRODUCTS CAN CONTAIN UP TO
50%
OF RECYCLED ALUMINIUM

53%
OF OUR WASTE IS
RECOVERED

2.9 **TONNES OF CO2 EMISSIONS**
PER TONNE OF ALUMINIUM PRODUCED
(DIRECT AND INDIRECT EMISSIONS)

Aluminium made in France

TRIMET FRANCE

TRIMET France develops, produces, casts and sells modern, aluminium-based light metal products at two production sites. About 650 employees cooperate with our customers to make cars more economical, planes lighter, wind turbines and electrical installations more efficient, buildings more modern and packaging more environmentally friendly.

“100 years of know-how and expertise”

French aluminium producer for industry

GRI- 102

With its two plants in France, TRIMET France produces primary aluminium for its industrial customers and offers them a wide range of products tailored to their needs: aluminium wire rods, alloy ingots, rolling slabs and T-bars.

With the electrolysis process, we transform the raw material (alumina and carbon) into aluminium. We smelt this aluminium to obtain wire rod, our speciality, rolling slabs and ingots. We produce alloys adapted to the specific needs of our customers, supplying them in the required formats. With a total annual production of around 150,000 tonnes in aluminium products, the company spans several markets. Our most well-known products are Almélec®, Conductal® and Mécal®.

Annual production capacity

100,000 tonnes
of aluminium wire rod

40,000 tonnes
of alloy ingots

40,000 tonnes
of rolling slabs

30,000 tonnes
of T-bars

Two state-of-the art plants, established over 100 years ago

TRIMET France has two production plants: the Saint-Jean-de-Maurienne aluminium smelter in Savoie, one of the first in the world, created in 1907; and the Castelsarassin cast house in Tarn-et-Garonne, established in 1856. They have implemented industrial know-how and expertise for more than 100 years. They constantly renew their production facilities to guarantee high-quality and competitive products.

As major economic, social and environmental stakeholders in their respective areas, they strive to ensure the sustainability of their activities in the long term, upholding Corporate Social Responsibility (CSR) principles. Our factories are ISO 9001, ISO 14001, ISO 45001 and ISO 50001 certified.

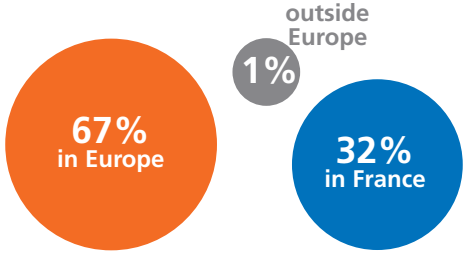
The two plants are Classified Installations for the Protection of the Environment (ICPE). The plant in Saint-Jean-de-Maurienne is classified high threshold SEVESO while that of Castelsarrasin is subject to authorisation. TRIMET France also has an alumina unloading station at the Maritime Port of Marseille.

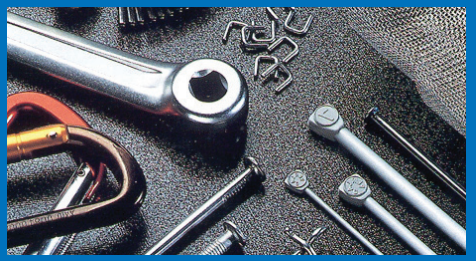
Trimet France is one of the last two primary aluminium producers in France.

Close to our market

90% of our customers are within a 48-hour delivery radius. Our customers rank proximity as the top satisfaction criterion. We are a reliable and local partner for their supplies.

Our sales





Applications and markets

With our products, our customers manufacture a wide variety of products destined for power transmission (low, medium and high voltage cables represent 60% of our sales), automotive and aeronautics (30%), and food, pharmaceutical and cosmetics packaging (10%).

The aluminium saga

The Saint-Jean-de-Maurienne plant is one of the leading aluminium smelters in the world. It was established in 1907 by the Compagnie des Produits Chimiques d'Alais et de la Camargue (CPCA). The company merged in 1921 with the Société électrométallurgique de Froges (SEMF), founded by Paul Héroult, the inventor of the aluminium production process when he was only 22 years old. As the Compagnie de Produits Chimiques d'Alès, Froges et Camargue, it controlled the entire French market. In 1950, the company was renamed Pechiney.

In 2003, Pechiney was absorbed by the Canadian group Alcan, which was taken over in 2007 by the mining group Rio Tinto. In 2013, the Saint-Jean-de-Maurienne and Castelsarrasin plants were purchased by TRIMET Aluminium SE.

Affiliations and networks

TRIMET France is a member of:

- Aluminium France (AF)
- European Aluminium Association (EAA)
- Union des Industries de la Chimie (UIC)
- Union des industries utilisatrices d'énergie (UNIDEN)
- Groupement Hyper Electro Intensifs français (HEI)

The TRIMET Aluminium SE Group

In 2013, the company became TRIMET France when the TRIMET Aluminium SE family business took over 65% of the capital, with EDF owning 35%.

TRIMET is a producer and trader of primary and secondary aluminium, created in 1985. It has 7 production sites, including 4 in Germany (Essen, Hamburg, Voerde and Gelsenkirchen), and 2 in France (Saint-Jean-de-Maurienne and Castelsarrasin), as well as offices in Berlin, Düsseldorf, Turin, Zug, etc.

TRIMET is also involved in 2 other German sites (Harzgerode and Sömmerda) as part of a Joint Venture.

In addition to the 785,000 tonnes of primary and secondary aluminium it produces itself, TRIMET Aluminium SE trades nearly 250,000 tonnes of aluminium and copper each year. The company employs 2,400 people in Germany and France and makes €1.3 billion in turnover.

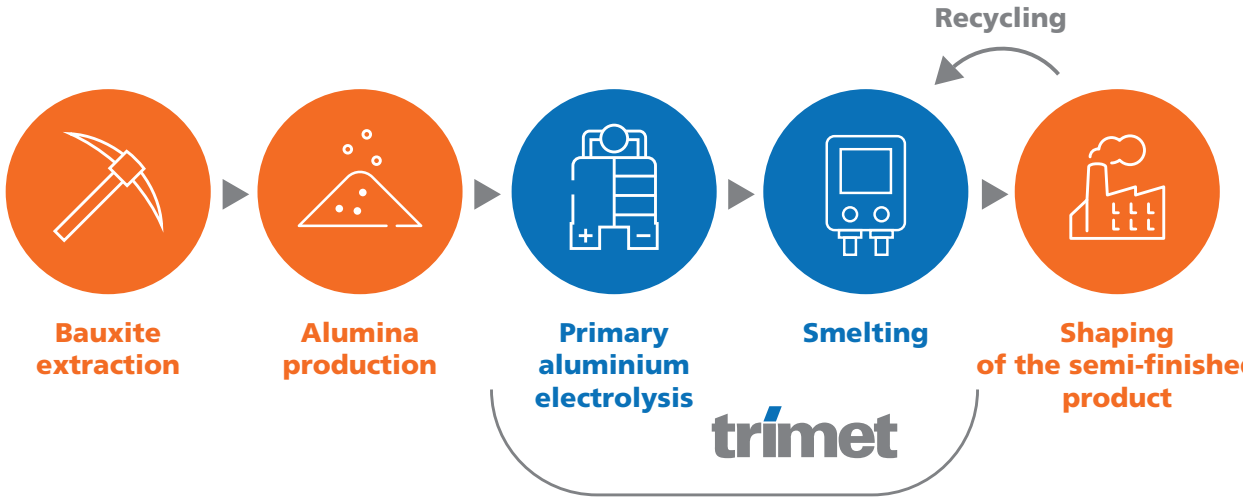
We give our talents the means to succeed as a team. The TRIMET France team, consisting of members from all activities, won the "TRIMET Cup" tournament in June 2019.

Our aluminium production process

GRI- 102

PROCESS AND SUPPLY

TRIMET France is positioned on two of the key stages in the aluminium production chain.



1

Raw materials

94% of our main raw materials are transported to the Saint-Jean-de-Maurienne plant by train:

- alumina, the basic element of primary aluminium production, extracted from bauxite,
- petroleum coke for the production of anodes, necessary for the electrolysis process.

They are purchased from traders or directly from producers. They are mainly sourced from EU countries.

2

The production of carbon anodes

The specificity of the Saint-Jean-de-Maurienne plant is to produce all the carbon anodes it needs for the electrolysis process.

3

The heart of the process: electrolysis

Aluminium is obtained through the reduction of alumina, an aluminium oxide.

This reaction needs carbon, a high-intensity electric current and fluorinated additives. The aluminium thus formed settles at the bottom of the electrolytic cell. It is regularly tapped to be taken to the cast house.

99.5% of the fluorinated gases emitted are treated before their release into the atmosphere, in the Gas Treatment Centre (GTC), using alumina to capture the fluor. This fluorinated alumina is reused as raw material in electrolytic cells.

About 2 tonnes of alumina, 420 kg of carbon and 13.5 MWh of electricity are used to make 1 tonne of aluminium. CO_2 and fluorinated gas emission is inherent to the process. In addition, each tonne of aluminium emits two tonnes of CO_2.

4

The cast house

The different alloys are supplemented with additives, which bring the required physical and mechanical properties. The mixture is blended and then cast in the form of wire rods, rolling slabs, alloy ingots or t-bars.

5

Recycling

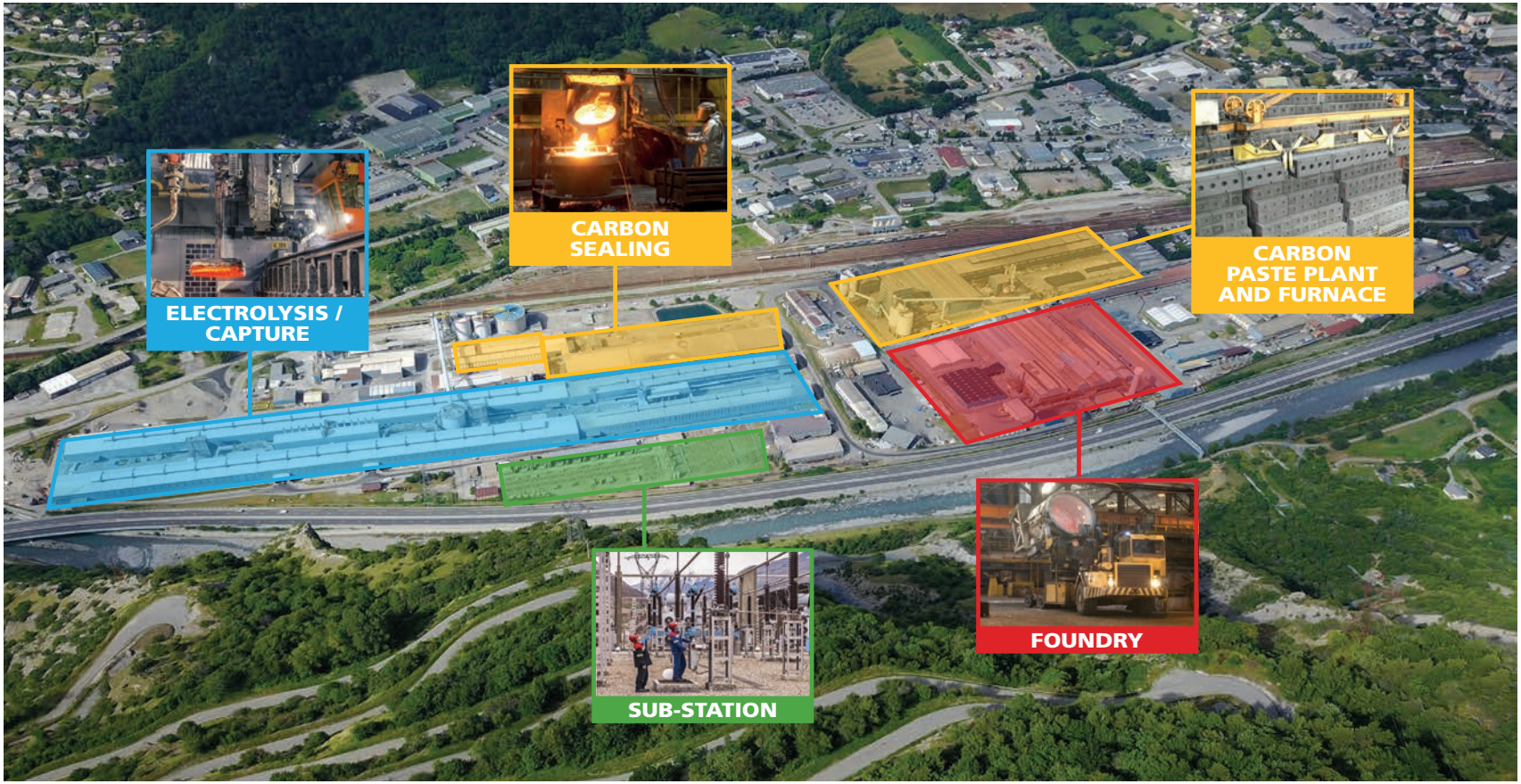
Once it has been produced, aluminium can be recycled indefinitely, without losing its properties. Recycling uses only 5% of the energy needed to make the primary metal.

We recycle 100% of our scrap and our products can contain up to 50% recycled aluminium, either from internal sources (production scrap) or through external recycling channels.

In addition, waste and manufacturing by-products are 90% recycled in the electrolysis process itself.

OUR FACILITIES AND OUR TEAMS

Aerial view of our plant in Saint-Jean-de-Maurienne, covering 37Ha, as well as the Castelsarrasin plant.



Our business is organised into three areas: Carbon, Electrolysis and Cast house.

Our plant meets the highest technical standards for electrolysis.

CARBON

Production of carbon anodes required for the electrolysis process

80,000 tonnes of anodes per year

Paste plant
Baking urnace
Rodding shop

7 anode formats available

70 PEOPLE

ELECTROLYSIS

Production of primary aluminium by electroly-sis

145,000 tonnes of aluminium per year

2 electrolysis series

Modern technology:
60 AP18 cells
120 AP30 cells

160 PEOPLE

FOUNDRIES

Smelting of aluminium products: wire rods, rolling slabs, ingots

155,000 tonnes per year

4 wire machines
1 continuous vertical casting machine of rolling slabs
1 tee pit
1 ingot chain

180 PEOPLE

MAINTENANCE AND PRODUCTION SUPPORT TEAMS

200 PEOPLE

2020: the impact of the pandemic limited by anticipation and adaptation

The Covid-19 pandemic had a major impact on TRIMET France in 2020 with consequences on the conduct of operations and on the supply chain. The company implemented a proactive continuity plan covering all its production sectors. It made it possible to maintain operations while ensuring customer deliveries, without affecting delays. We were able to anticipate and secure raw material supplies without incurring a major shortage, while providing staff with the necessary health protection.

This pandemic was an opportunity to demonstrate TRIMET France's ability to **adapt its organisation and the resilience of its supply chain.**

Governance

GRI- 102

Responsible corporate governance

"The Management is committed to responsible governance, complying with regulatory requirements as well as with all the commitments made, to prevent the risks that could affect performance such as incidents or threats to the safety of the business. It undertakes to respect the BME Code of Conduct, signed by TRIMET aluminium SE.

Management strives to communicate regularly and visibly to all. The strategy, objectives, targets and results obtained are aimed at continuously improving performance. It pays particular attention to the roll-out of the business' key objectives so that everyone may define their actionable levers. Through the deployment of this policy and management reviews, it undertakes to check and constantly improve the effectiveness of the management system. It also undertakes to allocate the necessary resources to achieve the objectives of the business.

We have decided to deploy this policy by implementing a management system integrating the ISO 9001, ISO 14001, ISO 45001, ISO 50001 and Aluminium Stewardship Initiative (ASI) standards"

Excerpt from the TRIMET France policy statement

GOVERNANCE DIAGRAM

SUPERVISORY BOARD

MANAGEMENT:
President: Philipp Schlüter,
Managing Director: Loïc Maenner

EXECUTIVE BOARD

THE TEAMS
Production departments
and support departments

Staff representative bodies

SOCIAL AND ECONOMIC COMMITTEE
(works council)

COMMISSIONS

LOCAL MEETINGS

Integrity

Committed to its ethical stance, the company has set up a procedure to avoid any conflict of interest. The management systems separate powers in order to reduce risks.

Likewise, the company has set up an anti-corruption management system.100% of sensitive personnel are trained in anti-corruption issues.

02

SUSTAINABLE DEVELOPMENT APPROACH AND STRATEGY

Our actions, our choices and our strategy are guided by this ambition: being a **responsible, sustainable and civic-minded industry**. Sustainable development and our social and environmental responsibility is the **number 1** goal of our policy. They guarantee the existence of our company and the competitiveness of our customers.

Supported by more than a century of history, our two production sites are major economic, social and environmental players in their respective areas. Our ambition is to ensure the sustainability of our business over the long term, based on the principles of Corporate Social Responsibility.

OUR VISION

We assume our role as a responsible, corporate-citizen company, mindful of the sustainable development of its activities and meeting the needs of current and future generations.

Our economic, social and ecological goals are combined to form the company's philosophy, **shared** by all our employees.

We pay attention to all of our **stakeholders** by regularly communicating about our activities in an open and transparent manner.

We manage our operations, our purchases and our supply chain in an **ethical, responsible and sustainable** way.

Values, principles and codes of conduct

Sustainable Development Goals

TRIMET France is committed to assuming its social and ecological responsibility. The company contributes to a sustainable economy. Production and entrepreneurial actions follow the guiding principle of sustainability, as defined by the United Nations in the 17 Global Sustainable Development Goals, and are guided by the following values and goals:

- **Governance according to a strategic objective:** independence from financial markets paves the way for long-term growth and job security.
- **Environmental and climate protection measures:** ecological sustainable development improves product quality and ensures the competitiveness of customers and the company.
- **Guiding principles for occupational health and safety protection:** to provide a safe working environment and to protect and promote the health of our staff.
- **This success is the result of staff's efforts:** flat organisation and a high degree of personal accountability stimulate motivation. The management philosophy creates a trusting atmosphere that encourages goal-oriented, authentic and reliable work.
- **A competitive business model:** one single supplier offering bespoke aluminium products and services that are marketable and innovative by combining its stock market expertise, its production know-how and high-level research.
- **A flexible and reliable partner for its customers:** consideration of individual needs, short-term delivery, reliability ensured by its local presence.
- **Commitment to the site and social competence:** training of the next generation, creation and protection of jobs as well as integration via vocational training and other forms of social commitment.

The 17 SDGs and stands during Sustainable Development weeks.

For responsible aluminium

TRIMET has been a member of **the Aluminium Stewardship Initiative (ASI)** since September 2019. The ASI sets internationally recognised industry standards that ensure responsible aluminium manufacturing and meet environmental and social sustainability requirements. The company is in the process of ASI certification.

In 2015, TRIMET signed up to the **BME code of conduct, a social compliance initiative** of the German Association for Materials Management, Purchasing and Logistics (BME - Bundesverband Materialwirtschaft, Einkauf und Logistik e.V.).

A golden environmental and social achievement

TRIMET France's environmental and social responsibility track record was rewarded with a gold medal from Ecovadis, an independent body that assesses corporate CSR. The assessment is based on international standards and covers four areas: the environment, social issues, business ethics, responsible purchasing.

Human rights

In 2019, TRIMET Aluminium SE defined and adopted a Code of Conduct relating to human rights and company-specific working conditions. This code is applied in all subsidiaries of TRIMET Aluminium SE, including TRIMET France. Incorporating the guiding principles of the United Nations, it brings together basic rules to guarantee respect for human rights towards employees, neighbours of production sites and suppliers.

Precautionary principle

We constantly seek to avoid any possible negative impacts on people or the environment, by applying the precautionary principle. Potential risks and hazards are identified in advance and dealt with as early as possible through environmental analyses or hazard studies.

Our integrated management system allows us to deal with operational risks, personnel and business risks as well as environmental and social risks.

In 2020, the submission of the environmental authorisation document, with a view to increasing the production capacity of our Saint-Jean-de-Maurienne plant, made it possible to review the various impacts of the business on its environment and to associate it with action plans.

GRI 103-1 - 103-2 -103-3

Efficient products and services

By offering high-quality, low-carbon and sustainable products, in other words taking into account all the environmental and social impacts they generate throughout their life cycle, TRIMET France supports its customers in their approach to sustainable development and helps secure the future of the industry. Due to its intrinsic properties (conductivity, lightness, recyclability, etc.) aluminium is by definition a major contributor to ecological transition. As such, the TRIMET France teams are focused on finding innovative solutions, in terms of product and throughout the entire supply chain by preferring the most ecological means of transport (rail transport for example) when possible. Finally, the production of an EPD (Environmental Product Declaration) has made it possible to position TRIMET France's wire range for electrical applications among those with the lowest carbon impact. This ability to meet expectations, to innovate and to ensure a high level of service has built TRIMET France's reputation and contributes to maintaining its position as European leader.

Environmental and integrated social management

GRI 103

Environmental management improves our performance: our two production sites have been ISO 14001:2015 certified for 20 years. They are also certified ISO 45001 for occupational health and safety, ISO 9001 for quality, and ISO 50001 for energy efficiency. We are targeting ASI certification by December 2021.

ISO 14001 DEKRA Certification — ENVIRONMENT

ISO 45001 DEKRA Certification — HEALTH AND SAFETY AT WORK

ISO 9001 DEKRA Certification — QUALITY

ISO 50001 DEKRA Certification — ENERGY EFFICIENCY

Our Integrated Management System (IMS) is a cross-cutting management method that includes all these components (ISO and ASI standards), for greater efficiency, consistency and fluidity. The objective is the continuous improvement of our company's overall performance. This structured and streamlined approach allows us to optimally manage and track the goals, challenges, risks and actions to be carried out.

Our management is assessed through annual management reviews and the examination of objectives and continuous improvement achieved, in order to guarantee the appropriateness, relevance and effectiveness of the IMS.

"20 years of ISO 14001 & ISO 9001 certification"

Responsible purchasing

GRI 204 – 308 - 414

As part of its CSR approach, TRIMET France relies on the implementation of a supply policy that follows the **BME code of conduct** to which the Trimet group adheres. This social compliance initiative set up by the German federation BME (Bundesverband Materialwirtschaft, Einkauf und Logistik eV) is widely recognised in the profession.

This translates into the following vision:

"For TRIMET France, Responsible Purchasing means:

- Fine-tuning **purchases of goods and services** to satisfy the company's real needs in order to reduce our **environmental footprint and improve our energy performance** while addressing **social issues** throughout the supply chain;

- Engaging buyers, principals, management and suppliers in a **respectful and equitable relationship**, open to **innovation** and contributing to **sustainable economic performance**;

- Working responsibly on the **life cycle** of our products, including **recycling**, by developing **partnerships** with our **local suppliers** and by regularly questioning our purchasing practices **for the sake of integrity and transparency**"

Local purchasing

A strong local presence is part of TRIMET France's DNA and this is reflected in its supply chain. Many goods and services are purchased from local providers and suppliers, in particular SMEs, some of which have become true historical partners of the company. About 40% of our purchases of goods and services (excluding raw materials) are supplied from the Maurienne Valley and 60% from the Rhône-Alpes-Auvergne region.

2021 Outlook
Deployment of the code of conduct TRIMET suppliers

In 2021, TRIMET France signed up to a more ambitious and relevant responsible purchasing policy by adopting the TRIMET Aluminium SE group Supplier Code of Conduct, specific to its business. Incorporating CSR criteria, it lays down the social and environmental requirements that the company expects from its suppliers and service providers. They are asked to adhere to the principles set out and to respect them. A process for evaluating their performance on the basis of social and environmental criteria is currently being rolled out.

This is a major development for the company and shows its commitment to sustainable development.

Stakeholders

GRI 102

Dialogue with stakeholders plays a central role in identifying relevant topics with regard to sustainable development and in defining the company's strategy. Employees, public authorities, interest groups, local residents and stakeholders and trade unions are all entities whose expectations must have an impact on the organisation's business.

The various stakeholders have been identified and prioritised into 12 separate categories by an in-house working group of company executive.

Dialogue

TRIMET France uses several communication channels to dialogue with its stakeholders, including:

- **annual interviews** with employees,
- **information meetings** and annual exchanges with employees,
- participation in **steering committees** and in **associations**,
- participation in **customer events**,
- the organisation of **factory guided tours** for the general public,
- participation in **job fairs** and in conferences,
- **supplier days** on the themes of **safety and CSR**.

Working with the local community

TRIMET France is a major employer, particularly in Saint-Jean-de-Maurienne. Aware of the importance of its economic and social role, the company regularly exchanges information with public services and local elected officials. Complaints from neighbours about production facilities regarding noise, dust or odours are rare. The company takes complaints seriously and investigates possible causes in all cases.

In 2020, 2 complaints were filed concerning the Saint-Jean-de-Maurienne plant and 4 complaints for the Marseille port unloading station. For each complaint, an action plan was implemented in order to identify and deal with the nuisance and provide the stakeholder with answers.

The Saint-Jean-de-Maurienne plant is planning to increase its production capacity. The submission of an environmental authorisation file and a public survey make it possible to meet the expectations of the environmental authority and answer stakeholders' concerns. Community meetings were organised for elected officials and local environmental associations.

Every month, we open the doors of our plant to the public (by appointment), for a guided tour of the workshops. We also take part in one-off operations, such as Industry Week or the Fête de la science.

Issues and challenges in terms of sustainable development

GRI 103

Definition of issues

For TRIMET France, sustainable development challenges revolve around four pillars: the social component, governance, environment, communities and local development. For the company, the **20 issues identified** are the following :

- Social dialogue and internal communication
- Compensation and benefits
- Diversity and equal opportunity
- Health, safety and quality of life at work
- Training, development and transmission of skills

- Local presence, participation in territorial development
- Health and safety of local communities

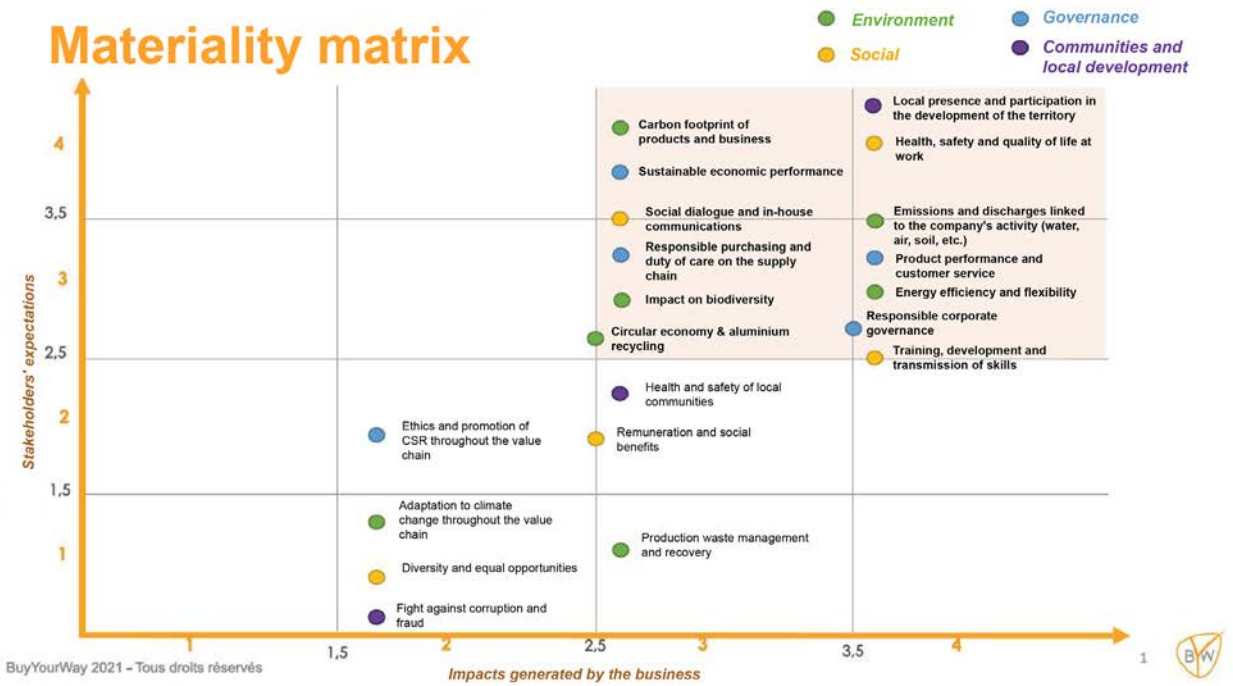
- Emissions and discharges incurred by the company's activity (water, air, soil, etc.),
- Carbon footprint of products and activity
- Energy efficiency and flexibility
- Adaptation to climate change throughout the value chain,
- Circular economy and aluminium recycling
- Production waste management and recovery
- Impact on biodiversity

- Responsible corporate governance
- Responsible purchasing and duty of care in the supply chain
- Ethics and promotion of CSR throughout the value chain
- Anti-corruption policy
- Product and customer service performance
- Sustainable economic performance

Prioritisation

Once identified, these issues were prioritised with regard to their importance for stakeholders on the one hand and the impact of the company's business on the other. The result of this assessment takes the form of a materiality matrix.

It is based on international standards: ISO 26000 standard, Aluminium Stewardship Initiative (ASI), Global Reporting Initiative (GRI), UN Sustainable Development Goals.



Following this analysis, we particularly focused on the **8** most impactful issues, described below. Concrete actions related to these priority issues are developed in the remainder of this report.

Local presence and participation in territorial development

With its 650 employees and its century of existence, the company is a major local employer and economic player, in particular the Saint-Jean-de-Maurienne plant for the Maurienne valley.

Health, safety and quality of life at work

TRIMET France is responsible for providing its employees with a healthy environment conducive to work, in optimal conditions. In this role, it ensures the health and safety of its workers by implementing prevention, information and training actions.

Emissions and discharges related to the company's activity

Besides CO_2, the production sites discharge other emissions into the atmosphere, such as nitrogen oxides (NOx), sulphur dioxide (SO_2), total fluorine, dust, etc. The sites constantly monitor their emissions, the thresholds of which are defined by local prefectural decree. TRIMET France implements actions to avoid, reduce or offset its emissions.

Product and customer service performance

Due to its intrinsic properties (conductivity, lightness, recyclability, etc.) aluminium is by definition a major contributor to ecological transition. TRIMET France is therefore positioned as a provider of future solutions, both in the products offered and in related services.

Energy efficiency and flexibility
With an annual consumption of more than 2.290 TWh, TRIMET France makes a strong impact on the electricity grid. With the implementation of solutions to make our consumption more flexible, at the cutting edge of current technology, we aim to consume less and improve our load shedding capacity in the event of tension of the electricity grid.

Responsible corporate governance
As a responsible company, TRIMET France takes care to respect its commitments, to prevent risks, to take into account the expectations of its stakeholders and to communicate clear and regular information on its strategy, its objectives and its results, with the aim of ensuring the long-term sustainability of its business.

Training, development and transmission of skills
The human resources of TRIMET France are its main asset. The transmission of skills guarantees the long-term quality and sustainability of our business. Training and the transmission of knowledge are therefore part of our fundamental values, and we are committed to recruiting and training the younger generations.

Carbon footprint of products and activity
The activity of TRIMET France, and more particularly the electrolysis process, emits CO_2, which contributes to climate change. The company includes the management of these emissions in its activity. The company is working on a decarbonisation roadmap in its strategy to minimise its impacts.

03

ENVIRONMENT

Lightweight and infinitely recyclable, aluminium is an environmentally friendly metal: for example, it reduces the weight, and therefore the consumption of vehicles, it makes energy equipment more efficient. However, its production generates atmospheric emissions and water discharges, which are **monitored and checked**.

Our plants are Classified Installations for the Protection of the Environment (ICPE); the plant in Saint-Jean-de-Maurienne is classified high threshold SEVESO, that of Castelsarrasin is subject to authorisation.

The responsible management of our environment and its resources in raw materials and energy is a **priority**. Our processes meet the most **demanding and efficient** standards (Best Available Techniques). Our aluminium has one of the lowest carbon footprints in the world, with 2.90 tonnes of CO_2 emitted per tonne of aluminium produced.

OUR VISION

We contribute to **the fight against the effects of global warming**, through decarbonisation projects, with a strong focus on sustainably reducing the environmental footprint of our sites, by controlling our discharges, in particular air emissions (fluorine, dust, etc.).

We **control industrial risks** and react to all degraded situations to avoid major incidents. We pay specific attention to the impact of our activities on **local biodiversity**.

As a hyper electro-intensive industry, due to our electrolysis process, we strive to use energy efficiently, by integrating criteria related to **energy performance** in the design, purchase and use of our equipment and infrastructure.

As an electricity-intensive consumer with a hyper-stable profile, we make a positive contribution to **electricity transmission grid management** by our active involvement in schemes such as interruptibility, primary reserve, fast reserve, load shedding.

Energy consumption

7 AFFORDABLE AND CLEAN ENERGY

GRI 302

Energy for TRIMET France is a major issue in view of its total annual consumption of 2.290 TWh, broken down as follows:

ELECTRICITY	**2.127TWH** Of which 99.5% is consumed at the Saint-Jean-de-Maurienne plant, which uses the electrolysis process	**OIL**	**8,067 MWH** Used for heating the Saint-Jean-de-Maurienne site
NATURAL GAS	**154,516 MWH**	**FUEL**	**580 MWH**

Focus on the process
Saint-Jean-de-Maurienne electrolysis

The electrolysis process is the largest consumer of electricity at TRIMET France and alone represents an energy intensity of 13.86 MWh in direct current per tonne of liquid aluminium produced in 2020.

Our business is extremely electricity intensive. It has an impact on the electricity grid. Our objective is to reduce our consumption and improve our load shedding capacity in the event of pressure on the electricity grid.

The electricity mix we use is equivalent to the average French electricity mix (0.0407CO_2 eq/kWh)[1] We are working to increase the proportion of renewable energy. For example, we are investing to make production more flexible in order to improve grid stability and thus enable the use of more renewable energy.

[1] *Source ADEME – plant combustion only*

Focus on energy flexibility

Since 2015, TRIMET France has been one of the first French industrial sites to offer its power to the electricity grid to offset major events thanks to several energy flexibility schemes:

• Interruptibility consists of almost immediately reducing the perceived power of a site connected to the electricity grid in order to ensure a balance between electricity supply and demand. This adjustment mechanism is activated by the network operator (RTE) and allows energy-intensive industrial sites to benefit in return from financial compensation. In 2019 the TRIMET Saint-Jean-de-Maurienne site has been activvated for interruptibility for the first time.

• Primary reserve: This is the first reserve to be used and is activated to stop frequency deviation by replenishing the missing power. This reserve takes between 15 and 30 seconds to activate automatically during a network imbalance. The TRIMET Saint-Jean-de-Maurienne site offers to modulate up to 15% of its power on the grid and was one of the first French consumption sites to do so.

• Load management in fast reserve or according to an adjustment mechanism, in the event of an electricity supply-demand imbalance, consists in temporarily reducing the physical consumption of the site compared to its "normal" consumption. This mechanism is activated automatically on a call from a network manager dispatcher.

Raw materials

The production of primary aluminium requires raw materials produced by the extraction of ore and residue from petroleum activities. However, aluminium remains an infinitely recyclable material and is increasingly used in our society in the aviation, energy or automotive sectors.

We recycle 90% of manufacturing by-products in the manufacturing process (for example: unconsumed anodes are recovered and used back in production).

The proportion of aluminium remelted from external sources (purchased scrap) represents 2% of our total production and is set to increase. 100% of internal production scrap is also remelted.

Packaging

In Saint-Jean-de-Maurienne, it represents 890 tonnes of materials, 99.4% of which are renewable materials (wood, cardboard). In Castelsarrasin, pallets are reused by customers for handling coils. The recovery rate of these packaging materials reaches 99.6%.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GRI 301

Consumption in 2020

For aluminium production at Saint-Jean-de-Maurienne, it took:

- **269,664 tonnes** of alumina,
- **56,459 tonnes** of petroleum coke,
- **13,298 tonnes** of coal-tar pitch,
- **61,069 tonnes** of anodes,
- **520 tonnes** of recycled anodes,
- **1,308 tonnes** of liquid aluminium,
- **133,493m³** of nitrogen,
- **124,048m³** of argon,
- **79,500 L** of chlorine,
- **10,510 L** of caustic soda.

For aluminium production at Castelsarrasin, it took:

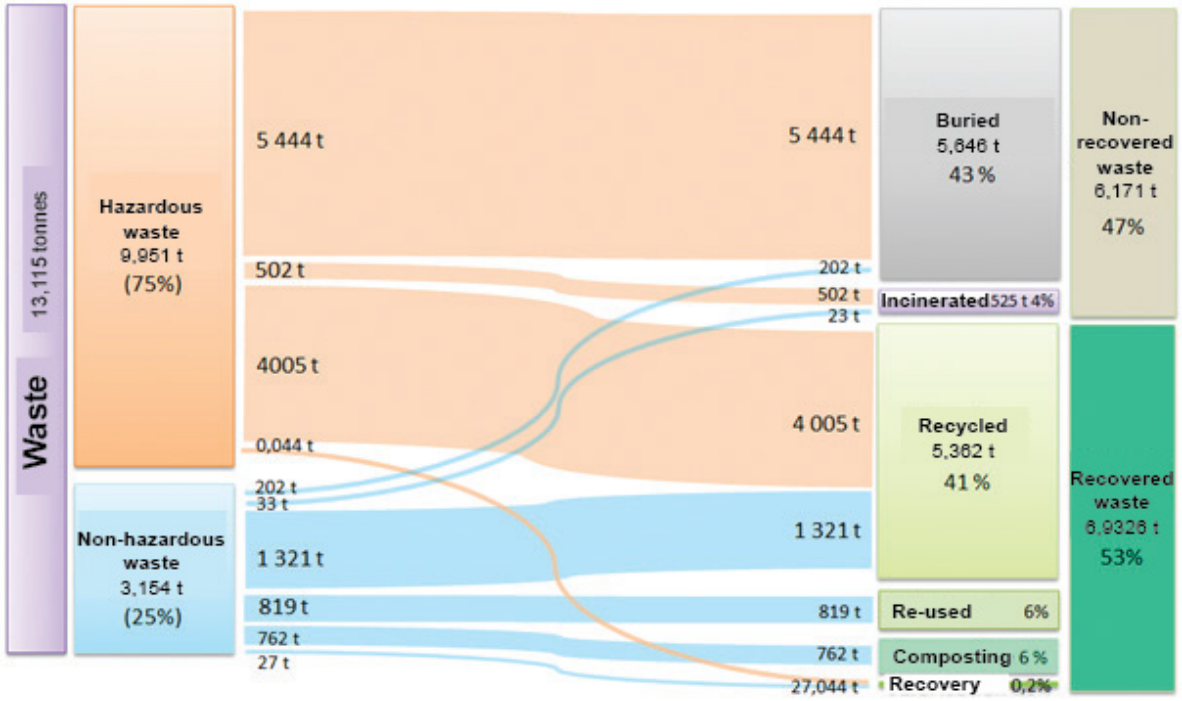
- **7,074 tonnes** of metal to be remelted from the St-Jean site, including **1,272** of internal scrap
- **557 tonnes** of external aluminium scrap

90%
of manufacturing waste and by-products are recycled in the manufacturing process

Waste management and recycling

GRI 306

In 2020, TRIMET France produced 13,115 tonnes of waste, of which 75% was hazardous waste and 25% non-hazardous waste. The graph below represents how it was treated. 53% of the waste produced was recovered.



32%

of hazardous waste from the site of Saint-Jean-de-Maurienne is treated in Germany, i.e. 3,118 tonnes. It is therefore covered by a cross-border waste transfer notification file.

Specific smelter management

Some waste requires special attention, in particular smelter from the deconstruction of totcells in the electrolytic cell. It contains process residues. Used smelter is stored in a covered building and under a canopy to prevent any dispersion or leaching into the environment. The volume produced annually depends on the number of electrolytic cells renovated over a year. For 2020, this volume amounts to approximately 4,400 tonnes.

Water

GRI 303

Supply and discharges

Water is used at the Saint-Jean-de-Maurienne and Castelsarrasin plants mainly for cooling in the foundry process. It is used in an open circuit and returned to the rivers adjacent to the sites, respectively the Arc and the Merdaillou.

In 2020, the total water supply amounts to:

		SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN
SUPPLY (M^3)	SURFACE WATER	5,924,350	118,851
	WATER TABLE	2,201,680	0
	DRINKING WATER	84,138	651
	OTHER WATER INLET	1,314,000	0
	TOTAL	**9,524,168**	**119,502**
		9,643,670	
DISCHARGES (M^3)		**9,429,967**	**110,531**
		9,540,498	

In the foundry workshops, evaporation is one of the uncontrollable variables of the process. The Saint-Jean site is continuing its work to identify additional water sources in the network.

Effluents

According to the water monitoring plans for each site, the quality of the effluents is regularly monitored. The summary of annual flows is presented below:

	SAINT-JEAN-DE-MAURIENNE (KG/YEAR)
ALUMINIUM	7138
BENZO(A)PYRENE	0.8
BENZO(B)FLUORANTHENE	0.7
BENZO(G,H,I)PERYLENE	0.7
BENZO(K)FLUORANTHENE	0.5
FLUORANTHENE	2.3
FLUORIDES	9,215
INDENO(1,2,3-CD)PYRENE	0.5
ZINC AND ITS COMPOUNDS	59
SUSPENDED MATTER	9,429

	CASTELSARRASIN (KG/YEAR
ALUMINIUM	32.1
IRON	30.9
HYDROCARBONS	205.6
SUSPENDED MATTER	808.2

These total flows meet the requirements of prefectural decrees of the two sites with a compliance rate of more than 95%.

Bodies of water affected by the activity

In Saint-Jean-de-Maurienne, the supply necessary for the activity can have an impact on the groundwater table of Les Alluvions de l'Arc en Maurienne (reference FRDG308) and on the river Arc which borders the site (body of water "Arc du Rau d'Ambin à l'Arvan, la Valoirette et le ravin de Saint Julien" codified FRDR361b - Surface area: 72 Drainage basin: 2078 km²). At Castelsarrasin, it can impact the Canal latéral de la Garonne as well as the alluvial body of water called "Calcaires de l'Entre Deux Mers du bassin versant de la Garonne" codified FRFG068 (Surface: 639 km²).

Concerning effluents or run-off, the Arc body of water, codified FRDR358, can be impacted by the activity of the Saint-Jean-de-Maurienne site, and the alluvial body of water called "Calcaires de l'Entre Deux Mers du bassin versant de la Garonne" by that of Castelsarrasin.

The two sites are subject to a monitoring plan for their water discharges drawn up according to the specifications of the prefectural orders.

Controlled accidental discharges

No environmental accidents linked to significant spillage were declared in 2020 on the two industrial sites.

Carbon Footprint

GRI 305

TRIMET France issued a Greenhouse Gas Emissions Report (BEGES) for 2020. It is mandatory for companies with more than 500 employees to issue this report. This report publishes the quantity of greenhouse gases emitted, generated by the business, either directly (Scope 1) or indirectly (Scope 2). The greenhouse gases included for this calculation are CO_2, CH_4, N_2O, HFC, PFC, SF_6.

Emissions are ordered according to predefined categories called "emission positions". This classification makes it possible to identify the sources of emissions where the carbon footprint is strongest and to guide the policy and actions to be taken to reduce emissions.

There are two types of emissions:

- **Direct emissions** (Scope 1) are mainly related to:
  - The consumption of anodes in electrolysis to allow the alumina reduction reaction
  - anodes effects
  - the combustion of natural gas for baking anodes and for the foundry sector

In 2020, they represented **300,167 tCO_2 eq** (tonnes of CO_2 equivalent). The Saint-Jean-de-Maurienne site accounts for more than 99% of emissions. CO_2 is the main gas emitted, it represents 87% of emissions.

- **Indirect emissions** (Scope 2) are related to energy consumption: in this case, the electricity required for electrolysis and the operation of all the equipment at the two sites.

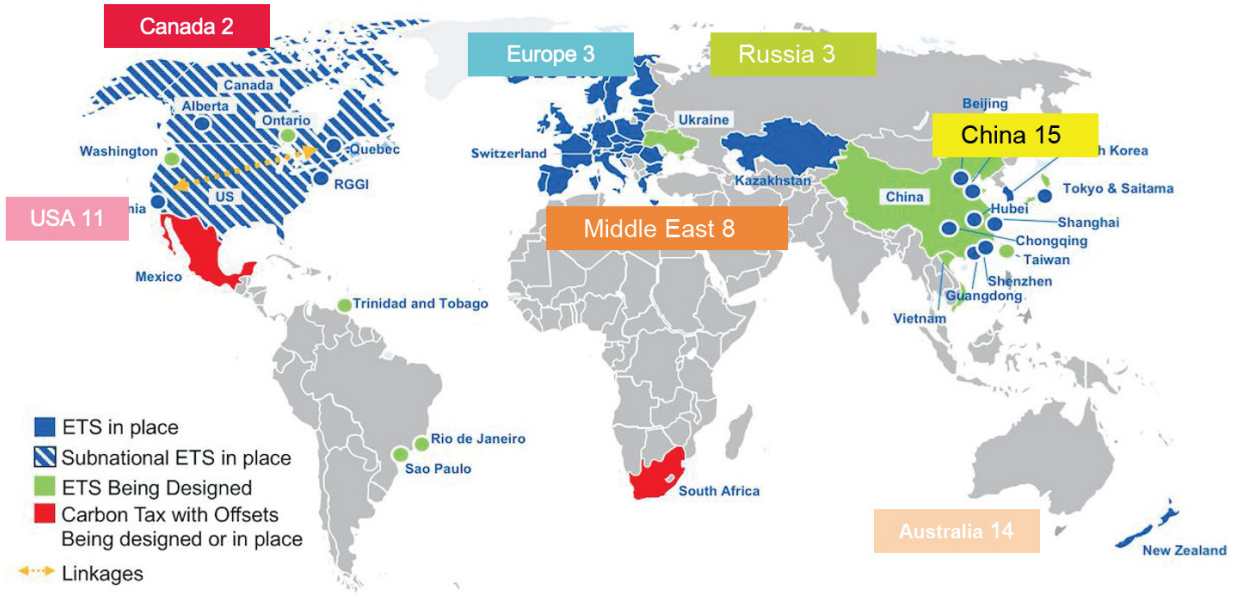
In 2020, they represented **127,384 tCO_2 eq**.

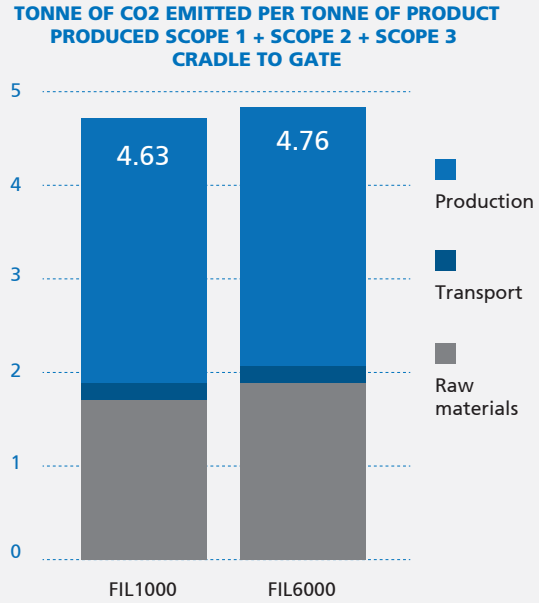
2.9 tonnes of CO_2 emitted per tonne of aluminium produced (Scope 1 + Scope 2)

	EMISSIONS ITEMS	EMISSIONS (TCO_2E)
INDIRECT EMISSIONS (SCOPE 1)	CONSUMPTION	32,838
	COMBUSTION ENGINE	257
	NON-ENERGY PROCESSES	266,847
	FUGITIVE EMISSIONS	224
	SUB-TOTAL	**300,167**
INDIRECT EMISSIONS LINKED TO ENERGY CONSUMPTION (SCOPE 2)	ELECTRICITY CONSUMPTION	**127,384**

Method used for the gas emissions footprint

Emissions factors are those defined by Ademe (French Agency for the environment and energy management - www.bilans-ges.ademe.fr) and by the European Directive as TRIMET France is subject to the CO_2 quota trading system. The "operational control" approach is adopted. The gases included in this calculation are CO_2, CH_4, N_2O, HFCs, PFCs and SF_6 for the Saint-Jean-de-Maurienne plant, and CO_2, CH_4 and N_2O for that of Castelsarrasin.





One of the lowest carbon footprints in the world

The manufacture of our aluminium **emits 2.9 tonnes of CO_2 per tonne of aluminium produced (Scope 1 + Scope 2)**. The ASI standard requires fewer than 8 tonnes of CO_2 per tonne of aluminium produced on the same scope.

In China, for example, emissions from aluminium plants are 7 times higher than those produced by our site.

Reduction of emissions

In 2020, the Castelsarrasin cast house replaced its gas-fired heat treatment furnaces with electric heat treatment furnaces, thereby reducing emissions by 500 tonnes of CO_2 equivalent.

Environmental product declaration (EPD)

In 2020, TRIMET France carried out Life Cycle Assessment (LCA) for two of its products: aluminium wire rods for electrical application alloys 1000 and 6000. These LCAs are based on international standards (ISO 14040 and 14044) taking into account the scope from the extraction of raw materials through for eg. works products. This environmental product declaration (EPD) makes it possible, among other things, to determine the carbon footprint of these 2 products (Scope 1 + Scope 2 + Scope 3).

Other air emissions

GRI 305 - 307

Besides CO_2, aluminium production discharges compounds into the atmosphere.

Air emissions from our factories are monitored and regulated, as provided for in the prefectural operating order for each site. In 2020, these emissions represent:

228 tonnes of nitrogen oxides (NOx):

1,724 tonnes of sulphur oxides (SOx)

10kg of polycyclic aromatic hydrocarbons (PAHs)

81 tonnes of total fluorine

169 tonnes of suspended particles

9171 tonnes of carbon dioxide (CO)

5.4 tonnes of perfluorocarbons (PFCs)

The Saint-Jean-de-Maurienne site represents

99%

of these emissions.

Compliance with standards

The vast majority of emissions comply with applicable standards. In rare cases, overruns may occur. A non-compliance concerning the results in HCl and HF, in a stack in the cast house sector, was recorded in 2020, following an inspection mandated by the inspection services for classified installations. The Saint-Jean-de-Maurienne site was given formal notice in January 2020 for a period of 4 months, during which an action plan was defined and implemented. This formal notice was lifted in 2021.

Ozone layer

The air conditioning system at the Saint-Jean-de-Maurienne site accidentally caused gas leaks that had an impact on the ozone layer. These fugitive direct emissions of ozone-depleting substances (ODS) represented 71.3 L in 2020 (R134a gas, R227ea and R410A), i.e. 67 tonnes of CO_2 equivalent. As soon as a leak is observed, the service provider in charge of maintenance intervenes to repair it.

GRI 304

Biodiversity and natural environments

The two sites of TRIMET France, which bring together administrative, production and manufacturing activities, are located in urban areas. In order to better integrate biodiversity into its environmental approach, TRIMET France has commissioned an ecological research firm with a survey in 2021. It consists in drawing up an inventory, better evaluating the impact of its activities on biodiversity, in order to define a relevant action plan.

TRIMET's industrial activity is likely to have an impact on ecosystems and biodiversity, due to atmospheric emissions, discharges into waterways, noise and night light. However, given the largely impermeable surfaces of the sites, the impacts on biodiversity are considered to be low.

Saint-Jean-de-Maurienne

Within a radius of 20 km, there are 29 ZNIEFFs, 9 Natura 2000 sites, 7 protected sites (biotope protection orders) and two national parks.
Air emissions, atmospheric fallout and water discharges are monitored and managed via separate monitoring plans on a daily, monthly, half-yearly and/or annual basis.
The industrial processes as well as the plan to increase the site's production capacities have no impact on the reduction of species or on the transformation of the habitat because most of the areas considered are already impermeable.

No significant direct or indirect impact on protected areas and areas of interest for biodiversity can be identified in the current state of knowledge. Other monitoring and environmental studies are necessary to identify and assess the impact of emissions and discharges on terrestrial and water ecosystems (bio-monitoring of the Arc's water, atmospheric fallout, study on the migration of fluorine in ecosystems, etc.).

Castelsarrasin

The site is close to two Natura 2000 zones, two ZNIEFF and a protected site (biotope protection order), within a radius of 10 km around the site.
Water discharges have been monitored since 2010. The results meet the standards for the most part. Noise pollution from the site is included in the noise emitted by the activity zone which hosts the Castelsarrasin site.

The current regulatory monitoring defined by the prefectural operating order as well as the field investigation lead to the conclusion that the impact of the activity on the surrounding ecosystems is relatively low. No significant direct or indirect impact on protected areas and areas of interest for biodiversity can be identified in the current state of knowledge (environmental monitoring).

Biodiversity action plan

At the end of the studies carried out in 2021, each site defined an action plan which will aim to avoid or reduce the potential impacts and to promote biodiversity on the two sites. These actions will be implemented from 2022, with, for example, the banning of pesticides, the elimination of invasive species, the creation of habitats for local flora and fauna (nesting boxes, hedgerows, etc.).

Wooded green area at the Saint-Jean-de-Maurienne site

FOCUS ON COMMON OR REMARKABLE INVASIVE SPECIES

Several invasive plant species are present on both sites, such as black locust, Japanese knotweed, ailanthus, fleabane, etc. Their dissemination can harm the surrounding ecosystems, although no inventory exists to measure the reality and the impact. They will however be eliminated.

Given the low natural state of the two sites, **plant and animal species are common and representative of anthropised environments**, such as the white wagtail, or the blackbird. The International Union for Conservation of Nature's (IUCN) red list has identified species in the category of "Least Concern". It includes widespread species. Some species are nationally protected.

Saint-Jean-de-Maurienne

White wagtail (protected), European goldfinch (protected), common swift (protected), blackbird, blue tit (protected), chaffinch (protected)

Castelsarrasin

Wingless house cricket, viperine snake (protected), common wall gecko (protected), black swift (protected), black kite (protected), European hedgehog (protected), Etruscan shrew, Eurasian pygmy shrew, etc.

Common swift, species observed on the two TRIMET France sites

In Saint-Jean-de-Maurienne, **two heritage plant species** have also been identified, yarrow broomrape and the greater butterfly orchid.

04

SOCIAL

At TRIMET France, we promote **social dialogue** with representative parties and through working groups with employees. Our staff is **committed and competent**. Its involvement undeniably contributes to the **success** of the company.

We believe that gender diversity, the generational mix, the simplification of processes, communication within the company and the development of autonomy are important factors that positively impact the **quality of life at work**, and therefore the daily commitment of the teams.

We highlight the **values** of respect, team spirit, rigorous execution and recognition, in all our daily actions.

OUR VISION

We put out all stops to:

- **guarantee the strong commitment** of our staff, where everyone is autonomous, responsible and responsive,
- **provide a healthy working environment,** eliminate hazards and reduce health, safety and environmental risks for all those involved in the business. We target zero injuries.
- **consult and involve staff** in occupational health and safety procedures, thus enabling them to commit to their own safety and that of their colleagues.

We develop staff's **skills** through a dedicated training plan, and a training centre, Cap'Alu. We listen to our employees to improve the quality of life at work.

We are involved in **local associative life** and our plant in Saint-Jean-de-Maurienne **opens** to the public once a month.

Employment

GRI 401

A stable workforce and jobs

In December 2020, TRIMET France had 641 employees, including 610 in Saint-Jean-de-Maurienne and 31 in Castelsarrasin, 77 temporary employees. The recruitment rate (number of new employees over the year/total workforce) is 5.32% and the staff turnover rate is 0.99% (excluding retirements), which indicates good stability and good satisfaction of our staff. The benefits granted by the company contribute to their satisfaction.

Benefits for our employees

Welfare
Coverage in the event of illness or maternity (maintained salary), invalidity (allowance), death or total permanent invalidity (annuity for the spouse and for the education of the children)

Health
Supplementary medical insurance to refund medical expenses

Profit-sharing
Profit-sharing agreement and company savings plan

End of career
Early retirement accompanied by an indemnity equal to 65% of the reference salary

Pensions
Pensions higher than the Chemicals industry's collective agreement

Works council
Financing of the works council: Operation and social works

Human rights

TRIMET France is committed to upholding human rights as described by the United Nations International Labor Organization in its Declaration on Fundamental Principles and Rights at Work and in the United Nations Guiding Principles on Business and Human Rights. It anchors these principles in its code of conduct, which defends the rights of its staff:

- health and safety in the workplace;
- remuneration,
- working hours,
- qualification,
- right to privacy and personal data protection,
- protection against discrimination and harassment
- freedom of association and the right to collective bargaining
- prohibition of forced labour,
- prohibition of child labour.

Health and safety at work

The health and safety of our employees is our priority. We want to offer our staff an environment where they are happy to work, in complete safety and in healthy conditions. Our major objective is to avoid any occupational accidents. We continuously seek to identify possible improvements and implement them through appropriate measures. Indicators inform us about the state and progress of occupational health and safety.

Performance indicators:

- 11.5 **Recordable accidents resulting in lost workdays** per million of worked hours (LTIR)
- 12.1 **Recordable accidents** per million of worked hours (TRIR)
- 0.21 **Severity Rate** (TG)
- 8.8% **of absenteeism** on average, increased, directly related to the 2020 pandemic.
- 0 **Death at work**
- 1 **Occupational disease**

3 GOOD HEALTH AND WELL-BEING

GRI 403

Indicators and control measures:

All employees can report safety events, preventively or correctively, so that they are shared with all sites and processed by the sector: In 2020, 1,929 declarations were reported, including 1,228 concerning Health and Safety.
Preventive Safety Interactions are carried out regularly by management, followed by actions if necessary.
Each team begins their shift with a 5-minute safety briefing.
Each employee has a "STOP 5" notebook used to analyse a new, abnormal or rarely performed working condition.

The Health, Safety and Working Conditions Commission (CSSCT) monitors employee health, prevents occupational risks and improves working conditions. Its representation is organised at company level, as well as in each sector, in each workshop.

4 QUALITY EDUCATION

GRI 401

Training and career opportunities

Training of new talents

Every year, TRIMET France recruits to train them in its trades. Internships and work-study programs are key steps to starting a career. These young people represent an asset for the company and ensure the renewal of skills. 25 interns and 25 apprentices are welcomed each year at our two sites.

Continuing education

In 2020, more than 23,470 hours of training were given to 438 of our employees. **66% of our employees received training** in 2020. This represents an average of 35 hours' training per year and per employee. For upskilling, 38 people were trained in languages, management or methods, representing a total of 900 hours' training.

	PEOPLE TRAINED IN 2020		AVERAGE HOURS' TRAINING PER PER YEAR AND PER EMPLOYEE
	NUMBER	PROPORTION	
MANAGERS AND RELATED	42	84%	24
TECHNICIANS AND SUPERVISORS	63	67%	9
OPERATORS	333	53%	43
TOTAL	**438**	**66%**	**35**

Individual interviews and career opportunities

Every employee of TRIMET France benefits from an individual performance interview each year, aimed at taking stock of the achievements of the past year, and setting the objectives to be achieved the following year.

Cap'Alu: learning at the heart of TRIMET France

Cap'Alu is an internal training centre, specific to the Saint-Jean-de-Maurienne plant, to train those who wish to learn a production or maintenance trade. Supervised by certified trainers and factory teams, apprentices receive quality training, combining theory and practice, within the factory itself. A real corporate school. Evidence of its success: nearly 90% of them obtain their diploma and 85% are recruited through permanent contracts in our company.

The initiative was rewarded in 2015 with the special industry prize from the Institut Confluences. Since its launch in February 2014, 100 people have graduated thanks to the Cap'Alu apprenticeship programme. 78 of them were hired on permanent contracts by TRIMET France at the end of their training.

Diversity & equal opportunities

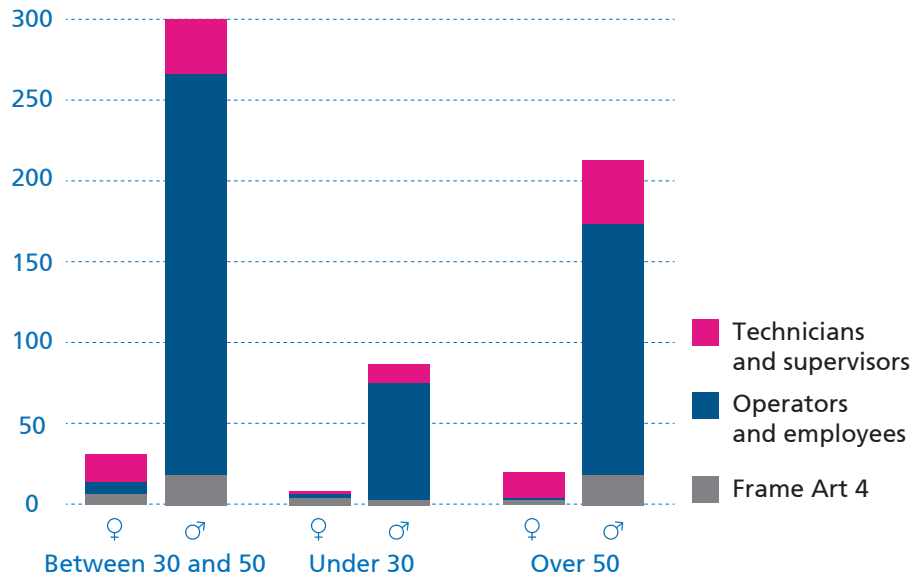
We are committed to providing everyone with equal opportunities, regardless of their gender or origin. Industry, and in particular the aluminium industry, is attracting more and more women, even if they are still under-represented.

GRI 405

80%
Gender equality index in 2020

50%
of hires in 2020 are women in the "technician, supervisor and manager' categories"

WORKFORCE DEPENDING ON AGE, GENDER AND THE PROFESSIONAL CATEGORY



Proportion of women

Historically, women are not strongly present in the aluminium industry. However, the industry does offer great careers. Within TRIMET France, women represent 9% of the workforce. For equivalent positions, there is no pay gap between women and men. Convinced that diversity is an asset and a performance factor, we want to increase the proportion of women within our company. This is why a dedicated commission is being set up in 2021 to reflect on possible levers.

Communities and local development

GRI 203

Two plants rooted in their territory

More than a century old, the two plants at Saint-Jean-de-Maurienne and Castelsarrasin are deeply rooted in their territory. TRIMET France is a major employer and social and economic player, particularly in Saint-Jean-de-Maurienne. The Maurienne valley used to be called "Aluminium Valley". It was and still is a major aluminium production centre. It has made its impression on landscapes, jobs and lifestyles. Aware of this local presence and this responsibility, TRIMET France is committed to supporting the local community and associative life by financing actions of social utility.

Discovery of the factory and trades

Every year, it opens its doors to the general public and students to discover its site and its production, during events such as Open Factory, Industry Week and la Fête de la Science. In 2020, it welcomed 40 people.
The company is also committed to introducing its trades and careers to young people in the region by participating in the Carrefour des métiers and recruitment forums.

PPE donations during the COVID-19 pandemic

In 2020, as hospitals lacked protective equipment to cope with the first wave of the Covid-19 outbreak, sites donated personal protective equipment (PPE) to local hospitals.

Sports sponsorship

Each year, the company sponsors local sports associations, with a special emphasis on young people. €4,500 were distributed to 11 associations in 2019-2020 and €5,000 to 13 associations in 2020-2021.

Donations

TRIMET France makes end-of-year donations to local non-profit organisations such as the Restos du Cœur, Ligue contre le Cancer. In 2020, it donated €2,500 to the Institut médico-éducatif de Saint-Jean-de-Maurienne and €5,000 to the intercommunal hospital of Castelsarrasin.

GRI INDEX

General information

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
ORGANISATIONAL PROFILE			
102-1	Name of the organisation	TRIMET France SAS	
102-2	Activities, brands, products and services	See Chapter 1 - Trimet France	6 to 17
102-3	Geographical location of the headquarters of the organisation	73300 Saint-Jean-de-Maurienne - France	
102-4	Geographical location of the industrial sites	See Chapter 1 - Trimet France	9
102-5	Capital and legal form	Simplified joint-stock company with a capital of €57 million. Trimet Aluminium SE holds 65% of the shares of the French entity and EDF owns 35%.	
102-6	Markets served	See Chapter 1 - Trimet France	9
102-7	Size of the organisation	See key figures Net sales: €284,210,295 - Total capitalisation €334,347,625, including €261,167,590 in equity	4 and 5
102-8	Information about employees and other workers	See Chapter 4 - Social	
102-9	Organisation supply chain	See Chapter 1 - Trimet France	12 and 13
102-10	Significant changes to the organisation and its supply chain	See Chapter 1 - Trimet France	15

102-11	Consideration of the precautionary principle or preventive approach	See Chapter 2 - Sustainable Development approach and strategy	19 to 22
102-12	Charters, principles and other initiatives to which the organisation subscribes	See Chapter 2 - Sustainable Development approach and strategy	10
102-13	Membership of professional associations	Aluminium France, European Aluminium, Union des Industries de la Chimie (UIC), Union des Industries utilisatrices d'énergie (UNIDEN), Groupement Hyper Electro Intensifs français (HEI)	
STRATEGY			
102-14	Statement from the most senior decision maker	See Message from the Management	1
ETHICS AND INTEGRITY			
102-16	Values, principles, standards and codes of conduct	See Chapter 2 - Sustainable Development approach and strategy	20
GOVERNANCE			
102-18	Governance structure	See Chapter 1 - Trimet France - Governance	16 and 17
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	See Chapter 2 - Sustainable Development approach and strategy	26
102-41	Collective agreements	Collective agreements apply to 100% of employees. This does not apply to board members, general managers and non-tariff employees.	
102-42	Identification and selection of stakeholders	See Chapter 2 - Sustainable Development approach and strategy	26 to 31
102-43	Stakeholder engagement approach	See Chapter 2 - Sustainable Development approach and strategy	26 to 31
102-44	Major issues and concerns raised	See Chapter 2 - Sustainable Development approach and strategy	26 to 31

REPORTING PRACTICES			
102-45	Entities included in the consolidated financial statements	Trimet France (Saint-Jean-de-Maurienne and Castelsarrasin plants)	
102-46	Definition of report content and scopes	See Chapter 2: Sustainable Development approach and strategy	18 to 22
102-47	List of relevant issues	See Chapter 2: Sustainable Development approach and strategy	28 to 31
102-49	Changes relating to reporting	None	
102-50	Reporting period	2020	
102-51	Date of most recent report	None	
102-52	Reporting cycle	Annual	
102-53	Contact address for any queries regarding the report	durable@trimet.fr	
102-54	Reporting statement in accordance with GRI standards	Report prepared in accordance with GRI standards: essential compliance option	
102-55	GRI content index	This table	
102-56	External audit	No	
MANAGERIAL APPROACH			
103-1	Explanation of the relevant issue and its scope	See Chapter 2: Sustainable Development approach and strategy	26 to 31
103-2	The managerial approach and its components	See Chapter 2: Sustainable Development approach and strategy	19 to 24
103-3	Evaluation of the managerial approach		24

Economics

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
ECONOMIC PERFORMANCE			
202-1	Direct economic value generated and distributed	See 2020 Annual activity report - https://www.trimet.eu/fr	4
202-4	Public financial aid	Subsidy awarded of the recovery plan for industry in November 2020 – Strategic sectors Projet Captation, €800,000 grant	
INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	See Chapter 4: Social	54 and 55
PURCHASING PRACTICES			
204-1	Proportion of spending on local suppliers	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	25
FIGHT AGAINST CORRUPTION			
205-1	Operations assessed for risks related to corruption	See Chapter 1 Trimet France - Governance	16
205-3	Confirmed incidents of corruption and actions taken	None	
ANTI-COMPETITIVE BEHAVIOUR			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None	

Environment

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
RAW			
301-1	Materials used by weight or volume	See Chapter 3: Environment - Raw materials	36 and 37
301-2	Recycled input materials used	See Chapter 3: Environment - Raw materials	36 and 37
301-3	Reclaimed products and their packaging materials	See Chapter 3 - Environment - Raw materials	36 and 37
ENERGY			
302-1	Energy consumption within the organisation	See Chapter 3 - Environment - Energy	33 and 34
302-3	Energy intensity	See Chapter 3 - Environment - Energy	33 and 34
302-4	Reduction of energy consumption	See Chapter 3 - Environment - Energy	33 and 34
WATER			
303-1	Interactions with water as a shared resource	See Chapter 3 - Environment - Water	38 and 39
303-2	Management of water dischargerelated impacts	See Chapter 3 - Environment - Water	38 and 39
303-3	Water withdrawal	See Chapter 3 - Environment - Water	38 and 39
BIODIVERSITY			
304-1	Operational sites owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See Chapter 3 - Environment - Biodiversity and natural environments	43 to 45
304-2	Significant impacts of activities, products and services on biodiversity	See Chapter 3 - Environment - Biodiversity and natural environments	43 to 45

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	See Chapter 3 - Environment - Biodiversity and natural environments	43 to 45
EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	See Chapter 3 - Environment - Carbon Footprint	40 and 41
305-2	Energy indirect (Scope 2) GHG emissions	See Chapter 3 - Environment - Carbon Footprint	40 and 41
305-3	Other indirect (Scope 3) GHG emissions	See Chapter 3 - Environment - Carbon Footprint	40 and 41
305-4	GHG emissions intensity	See Chapter 3 - Environment - Carbon Footprint	40 and 41
305-5	Reduction of GHG emissions	See Chapter 3 - Environment - Carbon Footprint	40 and 41
305-6	Emissions of ozone-depleting substances (ODS)	See Chapter 3 - Environment - Other air emissions	42
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See Chapter 3 - Environment - Other air emissions	42
EFFLUENTS AND WASTE			
306-1	Water discharge by quality and destination	See Chapter 3 - Environment - Water	38 and 39
306-2	Waste by type and disposal method	See Chapter 3 - Environment - Waste and recycling	37
306-3	Significant spills	See Chapter 3 - Environment - Water	39
306-4	Transportation of hazardous waste	See Chapter 3 - Environment - Waste and recycling	37
306-5	Water bodies affected by water discharges and/or runoff	See Chapter 3 - Environment - Water	38
ENVIRONMENTAL COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations	See Chapter 3 - Environment - Other air emissions	42
ENVIRONMENTAL SUPPLIER EVALUATION			
308-1	New suppliers that were screened using environmental criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	25

Social

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
EMPLOYMENT			
401-1	New employee hires and employee turnover	See Chapter 4 - Social - Employment	48
EMPLOYEE/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding operational changes	A major change in the organisation of work has a notice period of at least 7 days before being applied.	36 and 37
HEALTH AND SAFETY AT WORK			
403-1	Occupational health and safety management system	See Chapter 4 - Social - Occupational safety and health	49
403-2	Hazard identification, risk assessment, and incident investigation	See Chapter 4 - Social - Occupational safety and health	49
403-3	Occupational health services	See Chapter 4 - Social - Occupational safety and health	49
403-4	Worker participation, consultation, and communication on occupational health and safety	Our profit-sharing agreement includes a component indexed to the site's safety performance.	49
TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	See Chapter 4 - Social - Training	50
404-2	Programs for upgrading employee skills and transition assistance programs	See Chapter 4 - Social - Training	50
404-3	Percentage of employees receiving regular performance and career development reviews	See Chapter 4 - Social - Training	50

DIVERSITY AND EQUAL OPPORTUNITY			
405-2	Ratio of basic salary and remuneration of women to men	See Chapter 4 - Social - Diversity and equal opportunity	53
SOCIAL SUPPLIER EVALUATION			
414-1	New suppliers that were screened using social criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	
PUBLIC POLICIES			
415-1	Political contributions	Public policies: TRIMET France does not make any payments to political parties	
SOCIO-ECONOMIC COMPLIANCE			
419-1	Non-compliance with social and economic laws and regulations	None	

Masthead

Publication

This first TRIMET France sustainability report covers 2020. The objective is to meet the expectations of the company's stakeholders by communicating transparently on how the CSR strategy is integrated into the business and to highlight the results.

This report follows the guiding principles of the Global Reporting Initiative (GRI). The following principles were respected in its drafting: the consideration of stakeholders, the context of sustainable development, materiality, completeness.

To draft it, an internal working group was set up for defining the scope and the main issues, for defining the stakeholders to create the materiality matrix, and finally, for collecting and formatting the necessary data.

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