



TRIMET France

SUSTAINABILITY REPORT

trimet

2021

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.



"Turbulence in the global economy has made us realise the importance of regional value chains. As a local producer of materials, TRIMET makes a major contribution to securing supplies to industry. In doing so, our actions factor in ecological, social and ethical criteria. Sustainable management is decisive for the success of our customers and the durability of our production sites."

Philipp Schlüter, Chairman of the Board, TRIMET Aluminium SE and president of TRIMET France



"We are happy to present the second sustainability report for TRIMET France which will reveal our many improvement projects conducted in 2021. A specific focus has been put on the adaptation of the processes of our integrated management system to make them comply with the "Aluminium Stewardship Initiative" (ASI). The combined efforts of all the TRIMET France teams have obtained ASI "Performance standard" certification for both of our sites following an audit conducted in December 2021. This new certification illustrates our permanent concern to improve our CSR performance and our contribution towards a sustainable economy."

Loïc Maenner, Managing Director of TRIMET France

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KEY FIGURES



 **650**
EMPLOYEES

€315 MILLION
IN TURNOVER
IN FISCAL YEAR 2020/21

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



2 
PRODUCTION PLANTS
IN FRANCE

 **1/3** OF PRIMARY
ALUMINIUM
PRODUCTION
IN FRANCE



90% OF OUR CUSTOMERS
ARE CLOSE-BY,
WITHIN A DELIVERY DEADLINE OF 48 HOURS

153,000
TONNES OF PRIMARY
ALUMINIUM PRODUCED



MORE THAN **20** YEARS
OF ENVIRONMENTAL (ISO 14001)
AND QUALITY (ISO 9001)
CERTIFICATIONS

5 CERTIFICATIONS
ISO 14001, ISO 45001, ISO 50001,
ISO 9001 AND ASI



GOLD MEDAL
FOR THE PAST 4 YEARS
ON THE ECOVADIS CSR



80 TRAINEES
AND APPRENTICES
WELCOMED

55 HOURS
OF TRAINING
PER YEAR PER EMPLOYEE

90% OF MANUFACTURING
BYPRODUCTS
ARE RECYCLED IN THE
PRODUCTION PROCESS

80% 
OF OUR EMPLOYEES HAVE TAKEN
AT LEAST ONE TRAINING COURSE IN 2021

OUR PRODUCTS CAN CONTAIN UP TO

50%
RECYCLED
ALUMINIUM 

57%
OF OUR SCRAP IS
RECYCLED

2.74 TONNES
OF CO₂ EMISSIONS
PER TONNE OF ALUMINIUM PRODUCED



01





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.



“More than 100 years of know-how and expertise”

French aluminium producer for industry

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 bars, 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, our speciality, rolling slabs and bars. 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®.



GRI- 102

Annual production capacity



100,000 tonnes of aluminium wire rod



40,000 tonnes of alloy bars



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 Castelsarrasin 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, ISO 50001 and ASI certified - Performance Standard.

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 Marseilles.

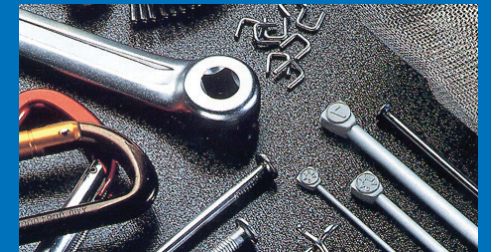
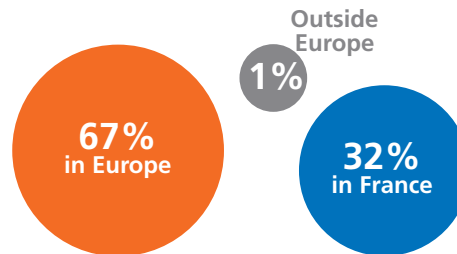
TRIMET France is one of the last two primary aluminium producers in France.



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 (EA)
- Syndicat Professionnel des Industries Électrométallurgiques et Electrochimiques du Grand Sud (SPIEEGS)
- Union des industries utilisatrices d'énergie (UNIDEN)
- Hyper Electro Intensifs français (HEI) group

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 6 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 765,000 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 €1.5 billion in turnover.

“

WE MARSHAL ALL THE NECESSARY RESOURCES
TO HELP OUR TALENTS SUCCESS AS A TEAM.



Studies to create a new dedicated rail service for the industrial site.

”



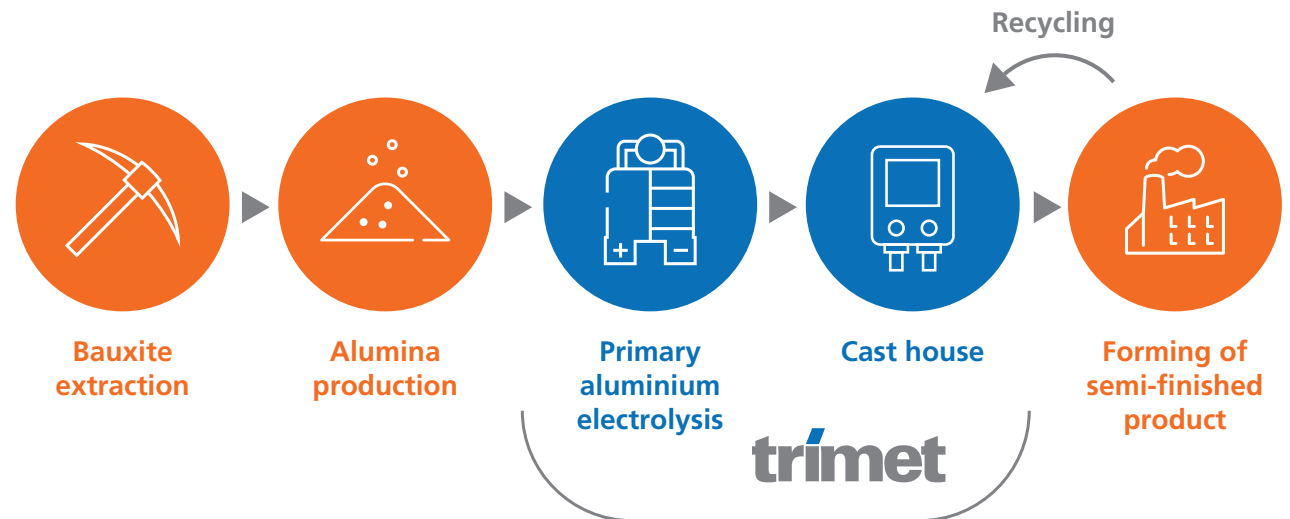
Our aluminium production process



GRI- 102

PROCESS AND SUPPLY

TRIMET France is present at 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 electrolyse 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 fluorine 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 fluorine. 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. CO₂ and fluorinated gas emission is inherent to the process. In addition, each tonne of aluminium emits around 2 tonnes of CO₂.

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 bars or t-bars.

5

Recycling

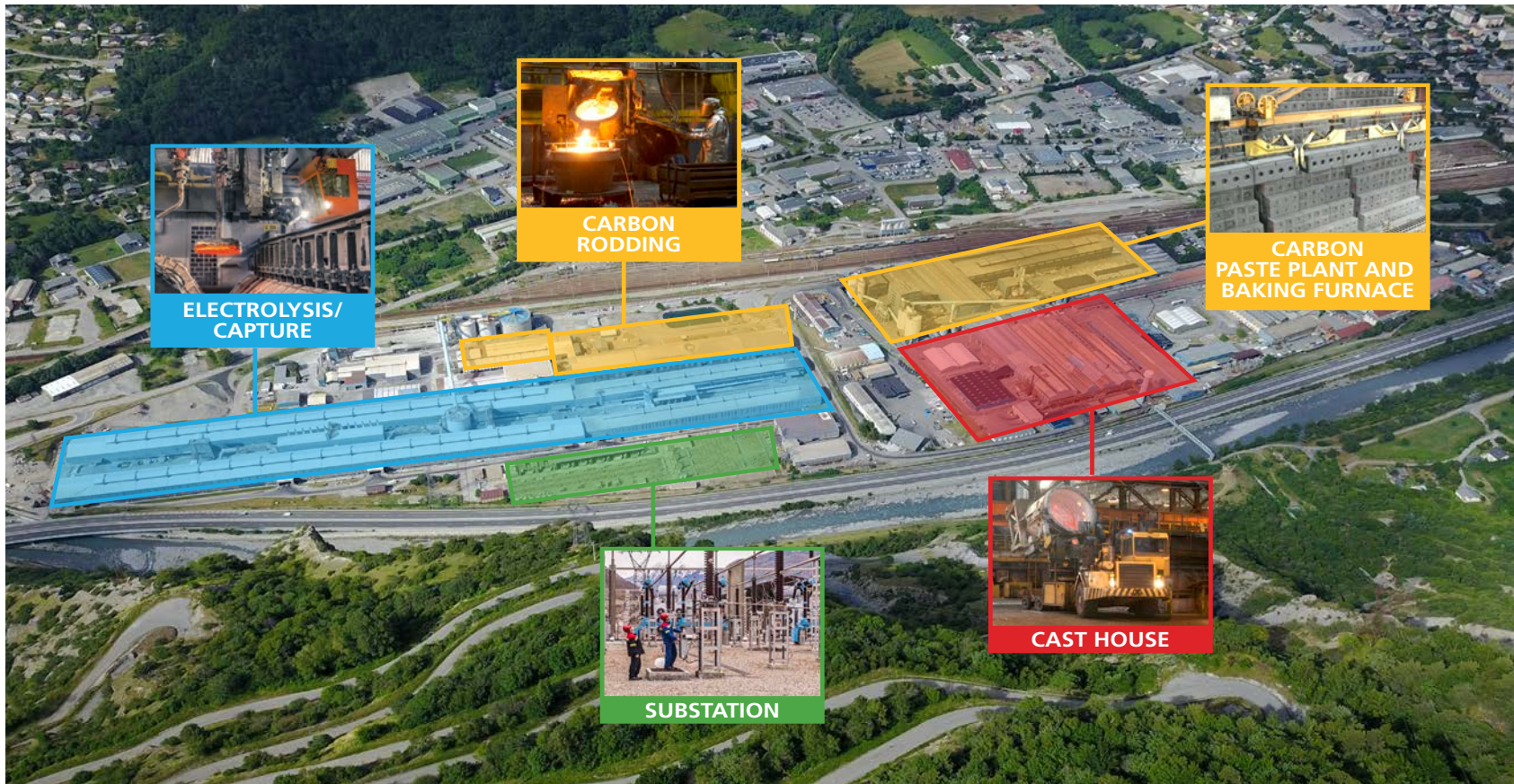
Once it has been produced, aluminium can be recycled indefinitely, without losing its properties. Recycling uses only 5% of the energy needed to make the primary metal.

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

OUR FACILITIES

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



OUR TEAMS

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



CARBON

Production of carbon anodes required for the electrolysis process

80,000 tonnes of anodes per year

Paste plant
Baking furnace
Rodding shop

7 anode formats available



70 PEOPLE



ELECTROLYSIS

Production of primary aluminium by electrolysis

145,000 tonnes of aluminium per year

2 electrolysis series

Modern technology:
60 AP18 cells
120 AP30 cells



160 PEOPLE



CAST HOUSES

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

155,000 tonnes per year

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

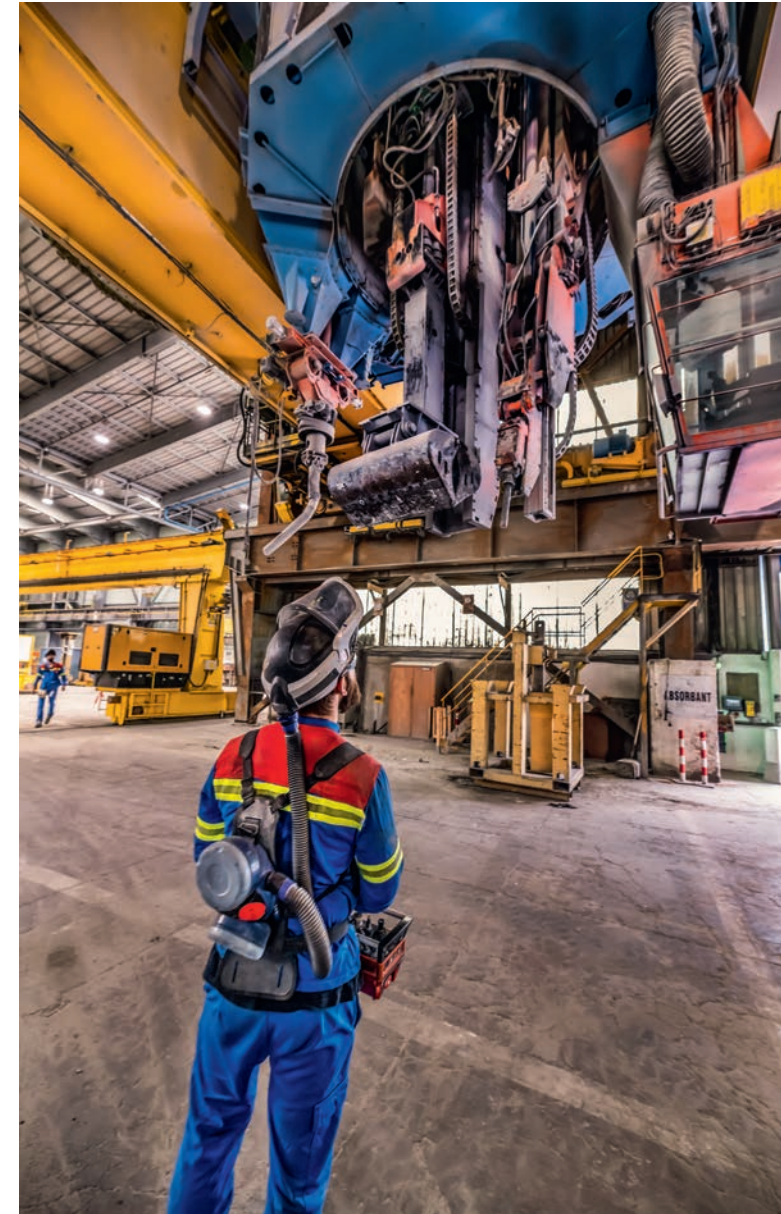


180 PEOPLE

MAINTENANCE AND PRODUCTION SUPPORT TEAMS



200 PEOPLE





GRI- 102

Governance

Responsible corporate governance

TRIMET France management has decided to set up a Responsible and Sustainable governance policy. For this, in late 2020, it set up ASI (Aluminium Stewardship Initiative) certification. CSR (Corporate Social Responsibility) has thus become the major pillar of TRIMET France's policy and the first of our five strategic orientations.

In 2021, TRIMET France published its first sustainability report, as well as its first two environmental product declarations (EPDs), for electrically-applied wires - 1,000 and 6,000 alloys.

In December 2021, TRIMET France successfully passed the ASI certification, thanks to the involvement of all.

Far from being a constraint, CSR is above all an opportunity in a changing world, which allows TRIMET France to initiate dialogue and action. It thereby gives a long-term corporate vision.

By making CSR the major orientation of its governance strategy, TRIMET France is marshalling the necessary resources to achieve its ambitions, through various projects on energy efficiency, decarbonisation, responsible purchasing, social policy etc.

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.



GOVERNANCE DIAGRAM



02



SUSTAINABLE DEVELOPMENT APPROACH AND STRATEGY

Our actions, our choices and our strategy are guided by this ambition: being a **responsible, sustainable and corporate citizen 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 (SDGs)

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.

From 18 September to 8 October 2021, our teams manned the outreach stands during the Sustainable Development weeks. A varied range of subjects were discussed (greenhouse gases; responsible purchasing, human rights, etc.). 345 ideas were fed back via a survey set up for the occasion and we were able to measure our employees' interests for subjects relating to corporate social responsibility.



For responsible aluminium

TRIMET aluminium SE 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. **TRIMET France has been ASI Performance Standard certified since April 2022.**



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.



GRI 103

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 more than 20 years. They are also certified **ISO 45001** for occupational health and safety, **ISO 9001** for quality, and **ISO 50001** for energy efficiency. We have been **ASI Performance Standard** certified since April 2022.



ENVIRONMENT



HEALTH AND SAFETY
AT WORK



QUALITY



ENERGY



CSR

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.



“More than 20 years of ISO 14001 & ISO 9001 certification”

CSR CERTIFICATION

ASI is a non-profit association that targets the entire aluminium value chain. It aims to promote the contribution of aluminium in a sustainable world.

The **Saint-Jean-de-Maurienne** and **Castelsarrasin** sites officially received the certification according to the Aluminium Stewardship Initiative (ASI), after an audit by DEKRA in December 2021 on both sites. TRIMET France passed this certification with a 100% compliance rate. It demonstrated that it met the international requirements of the aluminium industry in terms of ecologically and socially sustainable production, as well as responsible business management.

"The certification of our production sites in France, in accordance with the strict requirements of the ASI, confirms our efforts to develop sustainably manufactured materials," explained Philipp Schlüter, Chairman of the Board of TRIMET Aluminium SE and President of TRIMET France SAS. "Sustainability is a key factor in our competitiveness. As a manufacturer of low-carbon aluminium, we enable the manufacture of climate-friendly products, secure the future of our sites and contribute to the achievement of global climate protection goals".

Article on the ASI website:

<https://aluminium-stewardship.org/asi-certifies-trimet-france-operations-against-performance-standard/>



The entire staff was made aware of CSR and ASI in late 2021.

Other CSR-specific training courses and tools were also deployed, in addition to awareness-raising workshops on the 17 SDGs in October 2021.

All the training courses were an opportunity for very interactive exchanges between staff and facilitators, thus demonstrating TRIMET France employees' strong interest in CSR subjects.

Responsible purchasing



GRI 204 – 308 - 414

2021 Outlook Deployment of the code of conduct TRIMET suppliers

In 2021, TRIMET France signed up to a more ambitious 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.

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.

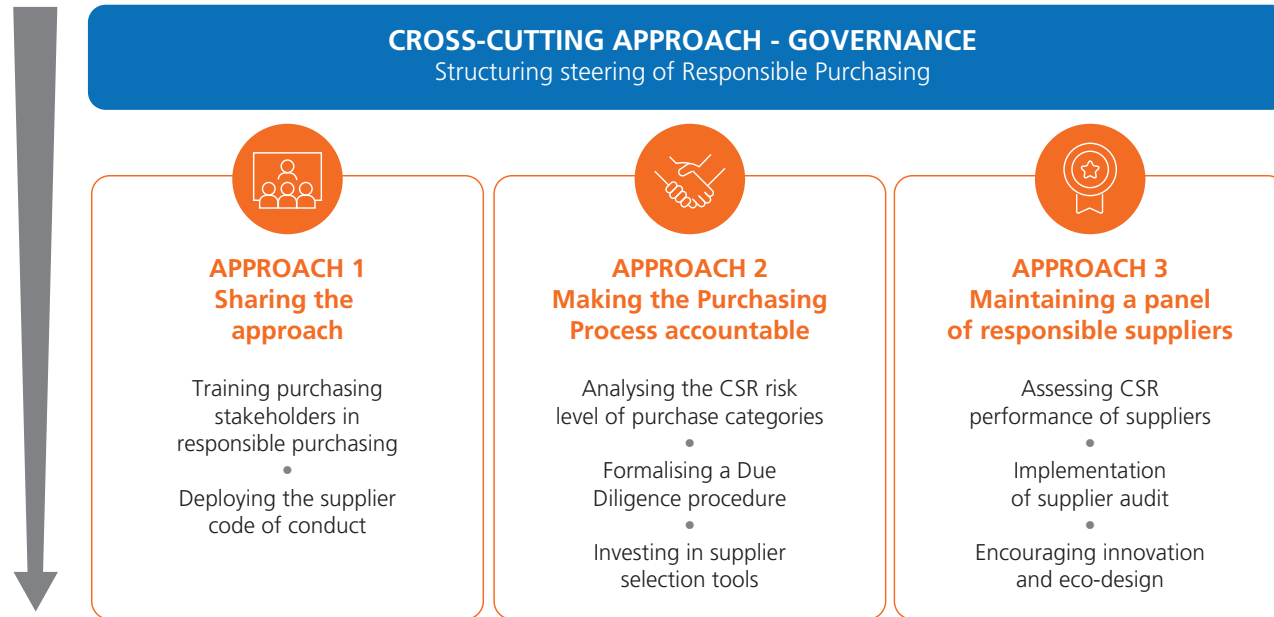
This translates into the following vision:

“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**”

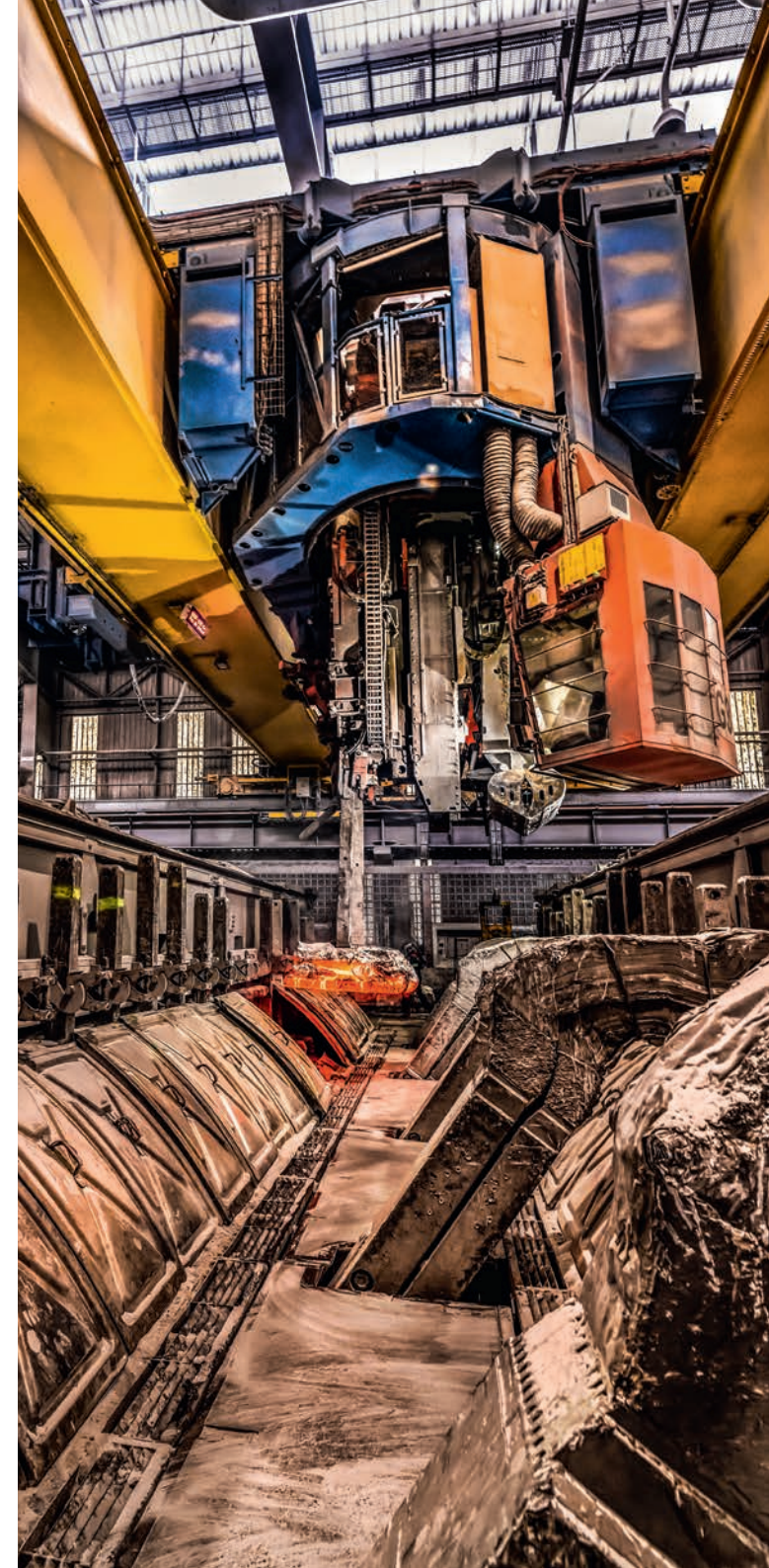


In order to support the implementation of this vision, TRIMET France has defined a 3-year roadmap, adapted into 3 areas:



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.



Evolution of organisations

Two major organisational changes occurred in 2021, with the objective of promoting the involvement of and decision-making by employees at the right level, as close as possible to the field, based on our common values: respect, teamwork, rigour and recognition.

Integrated activity

Our three production activities, to be efficient, require fast and precise analysis, decision-making and implementation loops, integrating all the business lines contributing to this activity: production, of course, but also maintenance, quality, process, purchasing, engineering, personnel department, finance, logistics, continuous improvement, etc.

All these business lines meet regularly within the ExCom (Executive Committee), in order to work together, on the priority topics chosen.

At the end of 2020, the Electrolysis sector launched the first in this new mode of operation. The test was successful. The cast house initiated the same approach in September 2021 followed by the Carbon sector in Spring 2022.



GRI- 102

Creation of the Quality and Operational Performance Department

The requirements of our customers are constantly increasing, and require us to be increasingly rigorous, both in terms of the metal produced, but also in terms of the associated logistics services.

The creation of an independent quality department, set up at the beginning of 2021, had become essential to “give voice to the customer” within the organisation, with the objective of reducing the number of customer complaints per year by at least 30%.

This new department also took over the management of performance improvement projects, through 10 priority inter-department projects, renewed every 6 months, involving more than 50 people on a wide range of subjects within the plant.



E09

E10

TOYOTA



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 2021, 1 complaint was filed concerning the Saint-Jean-de-Maurienne plant and 1 complaint for the Marseilles port unloading station (compared with 2 and 4 respectively in 2020). For each complaint, an action plan was implemented in order to identify and deal with the nuisance and provide the stakeholder with appropriate 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 have made 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 workshops. We also take part in one-off operations, such as Industry Week or the Fête de la science.

info@trimet.fr



■ Anchoring in its territory

On 25 November 2021, TRIMET France was one of the sponsors of the “La Maurienne va vous surprendre” initiative, which aims to reward local entrepreneurship in the valley. Loïc Maenner presented the Industry and Innovation Award and reaffirmed TRIMET’s commitment to the promotion and support of its territory.



From left to right: L.MAENNER, M.GUESRI (the Winner) and C.ROCHETTE (4C)

■ Public inquiry

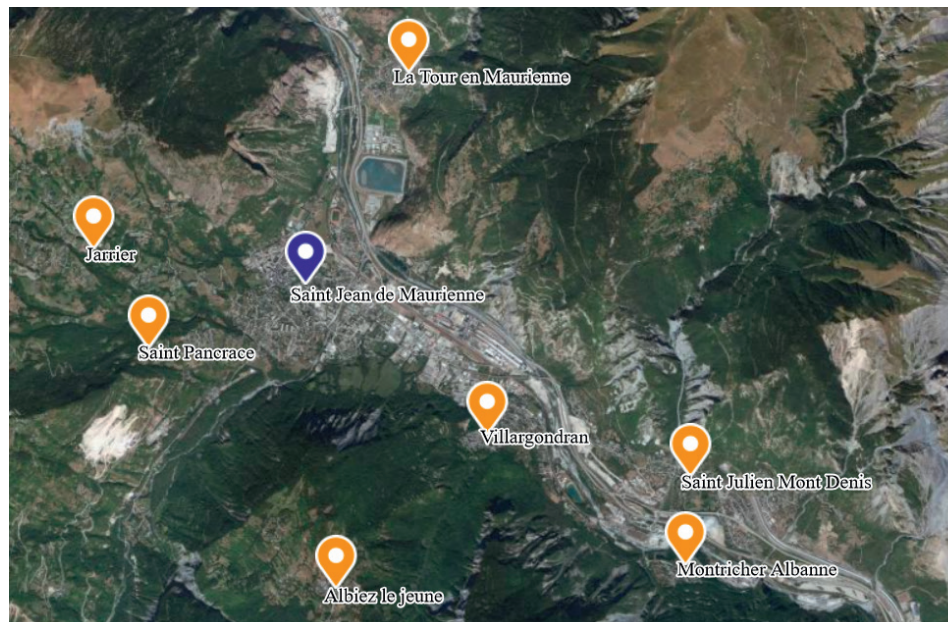
As part of the authorisation file, and the public inquiry, the TRIMET Saint-Jean-de-Maurienne site organised a series of community meetings to present the content of the application and the main conclusions.

As such, 3 meetings were organised with the services of the DREAL, the Sub-Prefect, the President of the Syndicat du Pays de Maurienne, the President of the 3CMA (Community of Municipalities Coeur de Maurienne Arvan), the mayors of the 8 municipalities in the radius of display of the public inquiry (Saint-Jean-de-Maurienne, Villargondran, La Tour en Maurienne,

Saint Julien Montdenis, Saint Pancrace, Jarrier, Albiez le Jeune and Montricher-Albanne). The municipality of Saint Martin la Porte was also invited as part of discussions held in 2020. Finally, a presentation was made to the environmental Vivre et Agir en Maurienne (VAM) association.

The main conclusions were:

- No new hazards or changes in the areas of impact within the framework of the project,
- Non-significant health risk by integrating the capacity increase project,
- A controlled environmental impact.



■ Maurienne Territoire d'Industrie

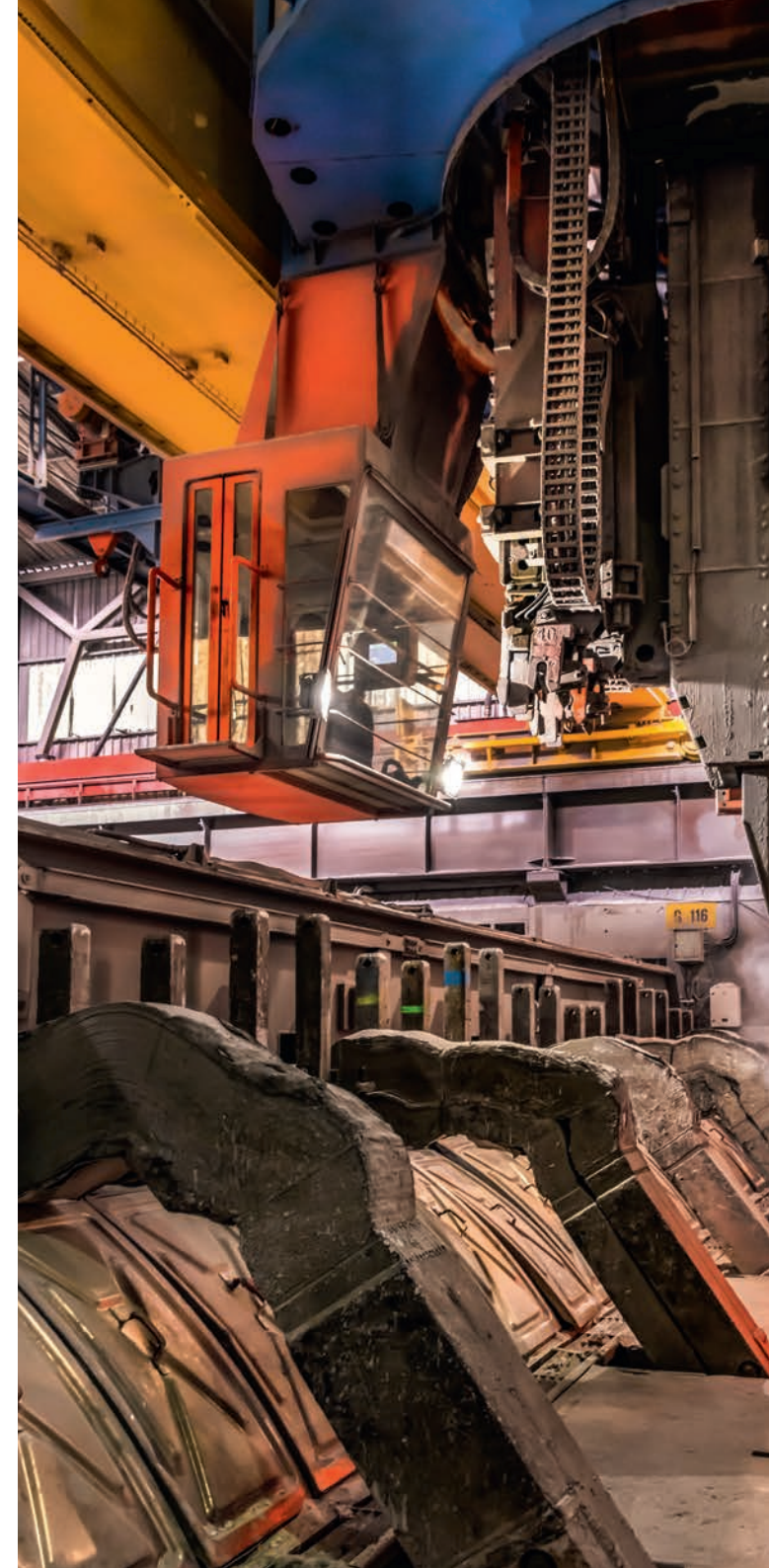
The Territoires d'Industrie programme was launched by the French Prime Minister in November 2018 at the National Industry Council. The 148 "Industrial Territories" identified are inter-municipalities or groups of municipalities – located in rural areas, peri-urban areas, small and medium-sized towns – which have a strong identity and industrial know-how and where all stakeholders, in particular businesses and local authorities, are mobilised for the development of industry.



Elected officials and economic players, around the sub-prefect Frédéric Sautron and Émilie Bonnivard, MP and regional councillor, and the two co-chairs of the steering committee, the president of the Maurienne district union, Yves Durbet and the director of the TRIMET plant, Loïc Maenner. Photo LeDL I.F.T.

The Maurienne Valley is the only "Territoire d'Industrie" certified by the Savoie department and, because of its strong local anchorage, TRIMET France was asked to jointly manage the approach in close connection with Regional departments, local elected officials and industrialists of the territory.

Since the launch of the initiative, 27 concrete projects for the development of industry have been supported for a total amount of grants worth €7 million. In addition to individual company projects, structuring projects have been launched, such as a training centre, to be completed in 2022, dedicated to the machining and boilermaking trades where there is a shortage of personnel.



Issues and challenges in terms of sustainable development

GRI 102 - 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 scrap management and recovery
- Impact on biodiversity



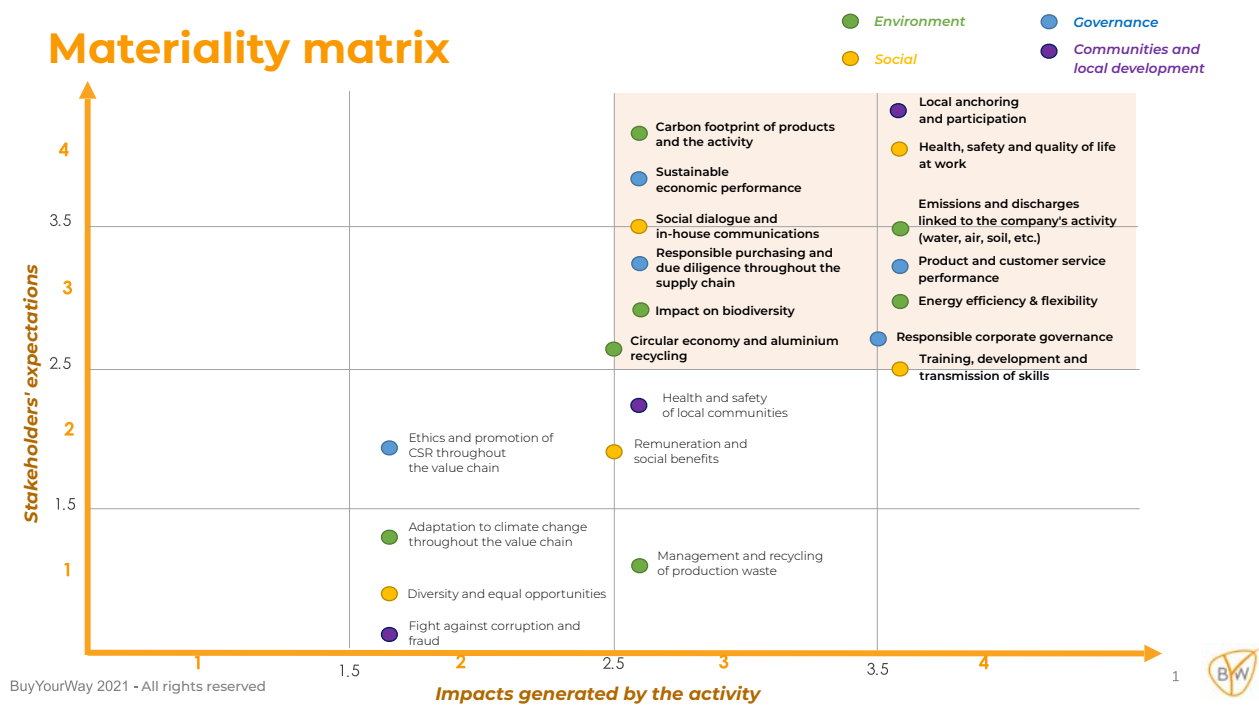
- Responsible corporate governance
- Responsible purchasing and duty of care in the supply chain
- Ethics and promotion of CSR throughout the value chain
- Anti-corruption policy
- Product and customer service performance
- Sustainable economic performance



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. Specific working groups, on each issue, bringing together different profiles within the company, from in-the-field operations to the head of department, from the “activist” in sustainable development to the mayor of a neighbouring town, allowed us to identify the priority themes and projects for the months and years to come, and to federate a maximum number of stakeholders around these subjects.

Below you will find the summary of this collective conversation which will be gradually honed in the coming months.



Responsible corporate governance

In order to better understand their expectations, we would like to consult our various stakeholders in a more structured way, for example in the form of online interviews and surveys.



Local presence and participation in territorial development

We want to review the way we are involved in local initiatives, especially through sponsorship. In particular we want to partner with projects geared towards sustainable development of the territory.



Health, safety and quality of life at work

Beyond the guarantee of working safely, an indisputable prerequisite for any activity on the site, we want to put Quality of Work Life at the centre of our concerns, for all of the company’s staff.



Product and customer service performance

Knowing our customers, their current level of satisfaction, as well as their expectations for the future, is the guarantee of a sustainable business for our sites. Beyond regular visits to our customers, a structured survey will allow us to better target our priorities for improvement and innovation. Among the expectations expressed, increasing our recycling rate is already identified as a priority.



Training, development and transmission of skills

The human resources of TRIMET France are its main asset. Knowing how to recruit beyond our local employment areas, while giving value to our business and our living environment, will allow us to ensure a generational renewal, which is crucial for the sustainability of the company. After recruitment, the transmission of skills between generations, through mentoring for example, is a priority to maintain our expertise that goes back more than 100 years.



Emissions and discharges related to the company's activity

Besides CO₂, the production sites discharge other emissions into the atmosphere, such as nitrogen oxides (NOx), sulphur dioxide (SO₂), total fluorine, dust, etc. Our priorities also include reducing the emission of fumes from the cast house furnaces.



Energy efficiency and flexibility

With an annual consumption of more than 2.17 TWh, TRIMET France makes a strong impact on the electricity grid. Current demands on the French electricity grid encourage us to develop our existing flexible energy offer. We also want to initiate investment that improves the energy efficiency of our buildings, or allows us to tap into lost heat.



Carbon footprint of products and activity

The activity of TRIMET France, and more particularly the electrolysis process, emits CO₂, which contributes to climate change. The company is working on a decarbonisation roadmap in its strategy to minimise its impacts. The development of recycling is our major priority.



■ The Lyon Turin railway project Active contribution of the TRIMET site Saint-Jean-de-Maurienne

The entire project and the construction of the cross-border section of the new Lyon Turin rail link under the Tunnel Euralpin Lyon Turin (TELT) contracting authority partially transferred to SNCF-Réseau, has a significant impact on the landscape of the TRIMET plant area, and thus contributes to the requalification of this sector.

TELT takes a strong approach, paying attention to sustainable development issues and especially to the environment and social responsibility with respect to residents and workers on construction sites.

TRIMET has been working in partnership with TELT and the various stakeholders for the past four years to address the common challenges impacting the industrial site; conventions have been drawn up for railway developments, networks and infrastructure.

The projects and work conducted in partnership are located in the following scopes:

- creation of a reinforced embankment for site safety in the face of Arc River flooding issues,
- groundwater impact studies and supply of raw materials,
- studies to create a new dedicated rail service for the industrial site,
- diversion of high-voltage lines and removal of high-voltage pylons in collaboration with RTE,
- continuity of supply of industrial water to the site and limitation of the safety impact during the digging of the main tunnels,
- diversion of the département road,
- development of the site fence,
- increase in surface area related to the development and diversion of water networks and discharges.



The removal of a pylon inside the site to bury the power lines



■ Optimisation of production capacity of the Saint-Jean-de-Maurienne site

Today, competition in the primary aluminium market is global: 65% of aluminium production is in China.

TRIMET has no leverage over the selling price of its aluminium, as it is set daily by the London Metal Exchange (LME), which reflects the balance of supply and global demand for this metal.

In recent years, the cost of raw materials has been heavily impacted by geopolitics, notably as a result of US sanctions and customs duties.

While the European Union had 36 smelters in 1990, TRIMET is one of the last two French factories among the 13 factories still in operation today in Europe.

To maintain profitability and sufficient cash flow, it is mandatory for the TRIMET plant to continue to improve its production costs in the coming years.

Unable to influence the selling price of its products, one of the main options remaining for TRIMET is to lower the fixed production costs in €/tonne through a volume effect, by increasing production.

With this in mind, the plant filed a Single Environmental Authorisation Application to increase **liquid aluminium production to 160,000 tonnes/year**. This capacity optimisation project is the only one that can be carried out without major investment for the site within its current geographical scope and within the limits of its technical possibilities.

This application made it possible to:

- conduct a five-yearly review of the hazard study by integrating the project
- update the environmental impact study
- update the site health risk study

It was examined late 2020-2021.

It resulted in the publication of a new prefectural decree dated 7 December 2021 authorising us to produce:

- 160,000 tonnes of liquid aluminium per year in the electrolysis sector
- 172,000 tonnes of solidified aluminium in the cast house sector
- 300 tonnes of anodes baked per day in the carbon sector

in compliance with the Best Available Techniques (BAT) and specifying requirements in the fields of air, water, scrap and major scenarios.



03



ENVIRONMENT

As a responsible business, TRIMET France strives to protect the environment by adopting an ARO logic: **Avoid, Reduce, Offset**.

Not only is TRIMET France **ISO 14001 certified** but **ASI certified**, the CSR label of the global aluminium industry, thus continuing its commitment to the environment.

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 2.74 tonnes of CO₂ 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 hyper-stable electro-intensive stakeholder, 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.

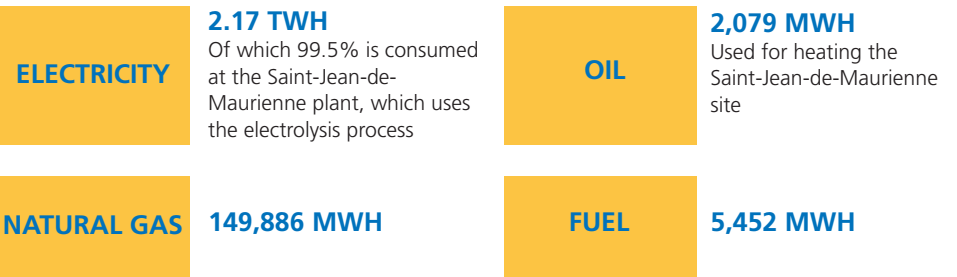


Energy consumption



GRI 302

Energy is a major challenge for TRIMET France in view of its total annual consumption representing 2.33 TWh in 2021, broken down as follows:



TYPE OF ENERGY	2020	2021
ELECTRICITY (MWH)	2,126,610	2,170,334
NATURAL GAS (MWH LHV)	139,064	149,886
OIL (MWH LHV)	8,067	2,079*
PETROL (MWH LHV)	4,677*	5,452
INTENSITY RATIO (MWH LHV/TONNE)	15.56	15.14

Specific energy consumption per tonne decreased between 2020 and 2021

*For 2020, Non-Road Gas (NRG) was counted with fuel oil for the Saint-Jean-de-Maurienne site, now NRG is counted with other petrol and/or diesel fuels.



As our activity 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 (0.0569 eq. CO₂/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.

Start of load shedding at Castelsarrasin

After discussions with our electricity supplier and consultation with various partners, the Castelsarrasin TRIMET site has concluded an electrical load shedding agreement for the first time in its history. Under this agreement, the plant undertook to reduce, on call, the power consumed to a given maximum power, for a set period.

This load shedding remains compatible with the operations of the site despite a few operating adaptations, fully justified by our determination to optimise the grid. It is also concrete evidence that TRIMET is taking global energy issues into account.

¹ Source ADEME – Electricity - 2021 - average mix - consumption

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 grid operator (RTE) and allows energy-intensive industrial sites to benefit in return from financial compensation. On 8 January 2021, a sharp drop in the electrical frequency on the European grid due to an incident on the grid in Eastern Europe required the activation of interruptibility in our company in order to avoid a blackout in an already tense production situation.
- 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 shedding 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



GRI 301

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 production process (such as: unused anodes which are recovered and used again in production).

In 2021, 4,827 tonnes of aluminium scrap were purchased outside TRIMET, which represents 3% of our total production. This volume doubled compared to 2020. 100% of internally-produced scrap is also remelted.

~90%

of manufacturing scrap and by products are recycled in the manufacturing process

Raw material consumption

	SAINT-JEAN-DE-MAURIENNE	
	2020	2021
ALUMINA	269,664 tonnes	277,726 tonnes
PETROLEUM COKE	56,459 tonnes	56,547 tonnes
COAL-TAR PITCH	13,298 tonnes	12,101 tonnes
RECYCLED ANODES (EXTERNAL SOURCE)	520 tonnes	954 tonnes
LIQUID ALUMINIUM (EXTERNAL SOURCE)	1,308 tonnes	3,778 tonnes
NITROGEN	133,493 m ³	136,853 m ³
ARGON	124,048 m ³	139,500 m ³
CHLORINE	12,466 L	10,800 L
CAUSTIC SODA	10,510 L	16,630 L

At Saint-Jean-de-Maurienne, the consumption of raw materials is generally stable in proportion and responds to the increase in production between 2020 and 2021.

	CASTELSARRASIN	
	2020	2021
METAL TO REMELT FROM SAINT-JEAN-DE-MAURIENNE	7,074 tonnes	5,972 tonnes
INCLUDING INTERNAL SCRAP SAINT-JEAN-DE-MAURIENNE	1,272 tonnes	2,508 tonnes
EXTERNAL ALUMINIUM SCRAP	557 tonnes	2,149 tonnes

At Castelsarrasin, the share of recycling increased significantly between 2020 and 2021.

Scrap management and recycling

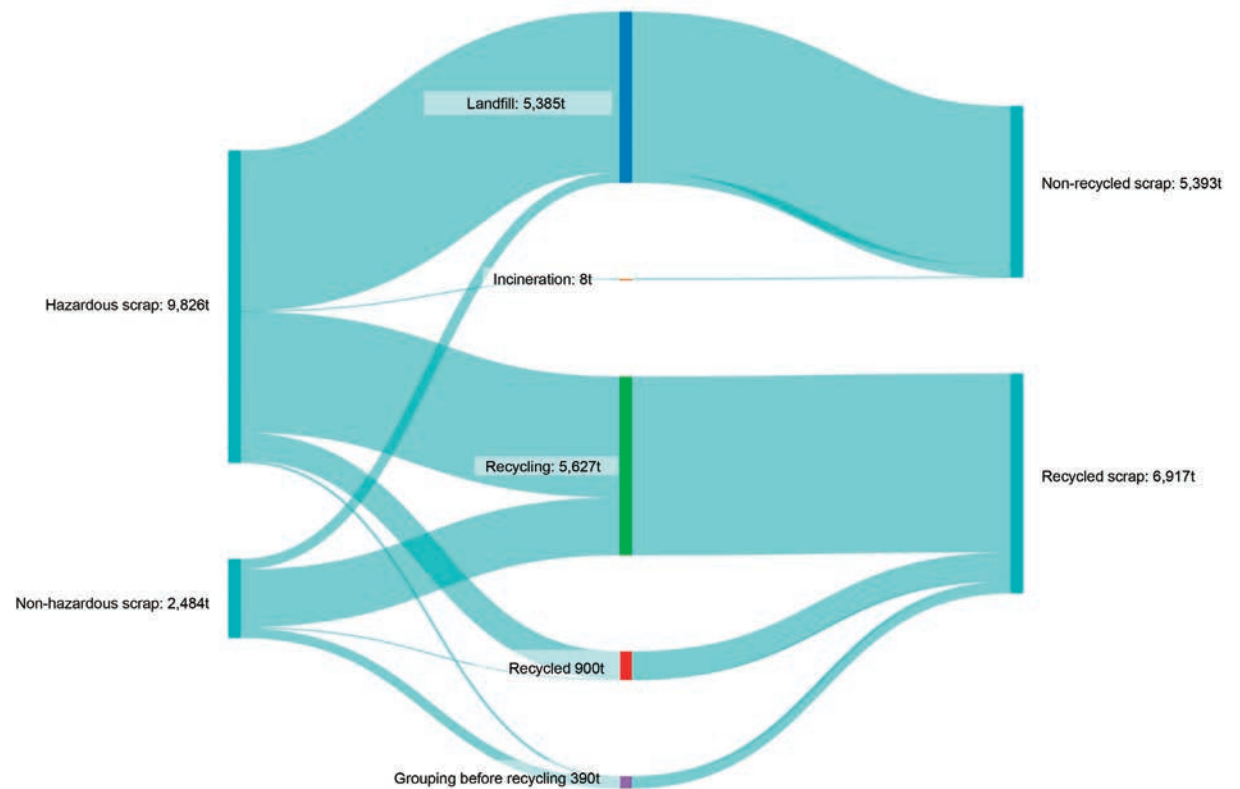


GRI 301 - GRI 306

In 2021, TRIMET France produced 13,105 tonnes of scrap including 12,310 tonnes related to the aluminium production process and 795 tonnes linked to cardboard, wood, scrap metal, plastic and paper.

Of the 12,310 tonnes of scrap related to production processes, 80% is hazardous and 20% non-hazardous. The graph opposite shows the different processing routes. 57% of scrap produced was therefore recycled in 2021 compared to 53% in 2020.

22%
hazardous scrap from TRIMET France is treated in Germany, i.e. 2,197 tonnes. This scrap is cast house furnace dross destined for recycling. It is therefore covered by a cross-border scrap transfer notification file.



5-flow sorting

For scrap outside the production process, recovery is preferred and monitored through 5-flow sorting.

DATA IN TONNES	2020	2021
PAPER/CARDBOARD	30	23
SCRAP METAL	348	369
PLASTICS/ORDINARY INDUSTRIAL WASTE	229	260
WOOD	152	143
TOTAL	759	795



Specific smelter management

Some scrap 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 2021, the volume evacuated amounted to about 3,137 tonnes compared to 4,400 tonnes in 2020.

Recycling of aluminium scrap

Increasing the proportion of recycled aluminium in its production is a major goal of TRIMET France in the implementation of its decarbonisation strategy. 100% of internal production scrap is thereby remelted. The proportion of remelting from external sources (purchased scrap) represents 2% of our total production but is destined to increase via agreements with our major customers in order to reintegrate their production scrap into our products. TRIMET France is also developing partnerships with specialist scrap remelters, allowing access to a wider range of waste on the market.

Aluminium chip compactor

With its rolling slab saw, the Saint-Jean-de-Maurienne cast house produces aluminium chips which, until now, were not recycled externally. During the year, we invested in a chip compactor worth €350k. It allows us to:

- Recycle about 100 tonnes of aluminium chips per year internally
- Reduce CO₂ emissions of 7 truck shipments



BEFORE



SINCE DEC. 2021

Recycling of pallets for Castelsarrasin:

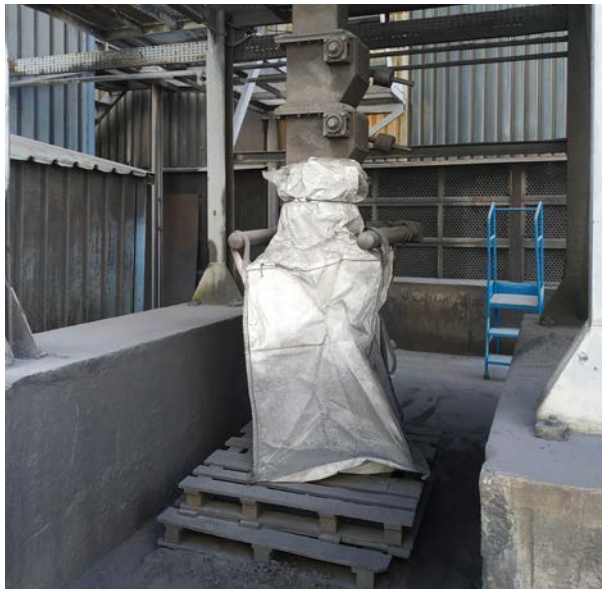
The Castelsarrasin site receives significant tonnage of metal in the form of reels from Saint-Jean-de-Maurienne. Wooden pallets of these reels are now re-used, once it has been confirmed that they have the right format for the site's customers. It is a major step that aims to reduce the quantity of wood scrap generated every year, as these pallets used to be destroyed to make fuel. We have also proposed to take back reel pallets delivered to one of our largest customers, which they have accepted in the form of a "win win" buy back agreement, which improves the environmental footprint of the whole industry. In both cases, staff at Castelsarrasin become major stakeholders in this action as they have had to adapt their practices. This re-use reduces demand on the resource, which is a net gain for the planet!

Project to recover dust from the NEU filter, produced by the Rodding Shop

The rodding shop produces dust during the breaking of anode butts. The finest fraction of this dust was landfilled until now, a volume of about 90 tonnes / year. An opportunity to recycle these fines has made it possible to improve the recovery station.

BEFORE:

- Poor maintenance of big-bags
- Regular overflow of big-bags when they were full (airborne dust, working conditions)
- Product exposed to bad weather
- Unoptimised truck loading (insufficient big-bag weight)



HENCEFORTH:

An investment of approximately €90k has made it possible to:

- Propose a product vibration table to optimise filling of the big-bags
- Use large capacity big-bags
- Create a big-bag support to ensure proper positioning and filling
- Protect the station from rain
- Guarantee effective filling of the big bags using a jamming probe in the feed hopper



Water

Supply and discharges

GRI 303 - GRI 306

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

Total water supply to the TRIMET sites is broken down as follows:

		2020		2021	
		SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN	SAINT-JEAN-DE-MAURIENNE	CASTELSARRASIN
SUPPLY (M³)	SURFACE WATER	5,924,350	118,851	6,575,957	121,745
	GROUNDWATER	2,201,680	0	2,632,760	0
	DRINKING WATER	84,138	651	29,670	538
	OTHER WATER SOURCES	1,314,000	0	1,312,434	0
	TOTAL	9,524,168	119,502	10,550,821	122,283
		9,643,670		10,673,104	
DISCHARGES (M³)		9,429,967	110,531	10,521,151	113,223
		9,540,498		10,634,374	

In the cast house workshops, evaporation is one of the uncontrollable variables of the process. The Saint-Jean-de-Maurienne site is continuing its work to identify additional sources of water on the network, as increasing volumes are withdrawn and discharged into the environment.



■ Works on the Water supply gallery - VICAT quarry zone

To supply the plant with process cooling water, TRIMET's requirements vary from 800 to 1500 m³/h. The company has a historic right to take water from the Arc river. Since 1906, water has been transported from the St Félix dam about 10km upstream of the site. Different and successive structures help the water flow to the plant via galleries and pipes and TRIMET also distributes water to the Ferropem/Montricher plant via a distribution agreement signed in 1977.

The pipe crossing the VICAT quarry zone, located in Montricher Albanne, revealed major defects in late 2019 and there was a risk of a break in supply to the 2 plants. Investment was therefore set up to deviate the network and guarantee the supply of industrial water to the 2 sites.

The project, budgeted at around €650 k, consisted in:

- demolishing gypsum silos that threatened to fall onto the damaged pipe and a conveyor belt,

- the deviation of a DN 500 pipe over 300 m and the creation of an aspillway,
- modifying the VICAT/TRIMET right of way and operation plan of the quarry to protect the existing gallery.



■ Leak management on the drinking water network

Major pipe replacement work on our drinking water systems has significantly reduced the volume of drinking water consumed between 2020 and 2021 at the Saint-Jean-de-Maurienne site. We have also added communicating meters for earlier identification of new leaks on the networks.

Effluents

According to the water monitoring plans for each site, the quality of the effluents is regularly monitored. The summary of 2020 and 2021 annual flows is presented below:

Parameters tracked in our Water Monitoring Plan

	2020		2021	
	SAINT-JEAN-DE-MAURIENNE (KG)	CASTELSARRASIN (KG)	SAINT-JEAN-DE-MAURIENNE (KG)	CASTELSARRASIN (KG)
ALUMINIUM	7,138	32.1	3,872	17.5
BENZO(A)PYRENE	0.8	NOT SUBJECT TO SUPERVISION	0.4	NOT SUBJECT TO SUPERVISION
BENZO(B)FLUORANTHENE	0.7		0.4	
BENZO(G,H,I)PERYLENE	0.7		0.4	
BENZO-K)FLUORANTHENE	0.5		0.9	
FLUORANTHENE	2.3		2.9	
FLUORIDES	9,215		8,988	
INDENO(1,2,3-CD)PYRENE	0.5	0.4		
ZINC AND ITS COMPOUNDS	59		175	
SUSPENDED MATTER	9,429	808.2	9,650	2,038
HYDROCARBONS	NOT SUBJECT TO SUPERVISION	205.6	NOT SUBJECT TO SUPERVISION	5.5
IRON		30.9		29.6

These total flows meet the requirements of prefectural decrees of the two sites with a compliance rate of more than 93%.

Overall, we note stability in the elements monitored with the exception of:

For Saint-Jean-de-Maurienne:

- Decrease in the aluminium discharge flow: the higher frequency of measurement allows us to have a more accurate assessment of the aluminium element in our discharges.
- Increased zinc flow: the concentration measured over 4 months of the year is higher than all other months, making it possible to explain the increase, although the origin is not determined.

For Castelsarrasin:

- Confirmation of thresholds well below authorised limits. Fluctuations in ad hoc measurements may occur but have remained insignificant for several years.



Bodies of water affected by the activity

In Saint-Jean-de-Maurienne, amounts of water taken from the groundwater table to secure installations could have an impact on the groundwater table of Les Alluvions de l'Arc en Maurienne (reference FRDG308) and on the Arc river which borders the site (body of water "Arc du Rau d'Ambin à l'Arvan, la Valoiette and le ravin de Saint Julien" codified FRDR361b - Surface area: 72 km² - Drainage basin: 2078 km²). At Castelsarrasin, the mandatory supply to the activity could 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 discharge

There was an environmental accident related to a significant spill in 2021 at the Saint-Jean-de-Maurienne site.

In fact, a volume of about 70L of soluble oil used on the thermal treatment plant for wire coils in the cast house sector accidentally spilled into our wastewater. A crisis unit was triggered immediately as well as the closure of the retention basin valves at the site discharge point. An investigation was conducted, leading to technical and organisational actions to avoid a recurrence.

Due to the biodegradable nature of this oil, permission for controlled discharge into the natural environment was granted by the State departments with daily monitoring, causing no damage to the aquatic natural environment.

Carbon Footprint



GRI 305

TRIMET France draws up an annual Greenhouse Gas Emissions Report (BEGES). 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 CO₂, CH₄, N₂O, HFC, PFC, SF₆.

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 highest 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
 - Anode effects
 - Combustion of natural gas for baking anodes and for the cast house sector

In 2021, they represented **291,785 tCO₂eq** (equivalent tonnes of CO₂). The Saint-Jean-de-Maurienne site accounts for more than 99% of emissions. CO₂ is the main gas emitted, representing 94% of emissions from Scope 1.

- **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 2021, they represented **129,997 tCO₂eq**.

		2020	2021
		EMISSIONS EQ. T CO ₂	
CAUSE OF EMISSIONS			
DIRECT EMISSIONS (SCOPE 1)	COMBUSTION	32,838	37,978
	THERMAL ENGINE	257	1,747
	NON-ENERGY PROCESSES	266,847	251,932
	FUGITIVE EMISSIONS	224	129
	SUBTOTAL	300,167	291,785
INDIRECT EMISSIONS (SCOPE 2)	ELECTRICITY CONSUMPTION	127,384	123,486
TONNES OF CO₂ EMITTED PER TONNE OF ALUMINIUM PRODUCED (SCOPE 1 + SCOPE 2)		2.90	2.74

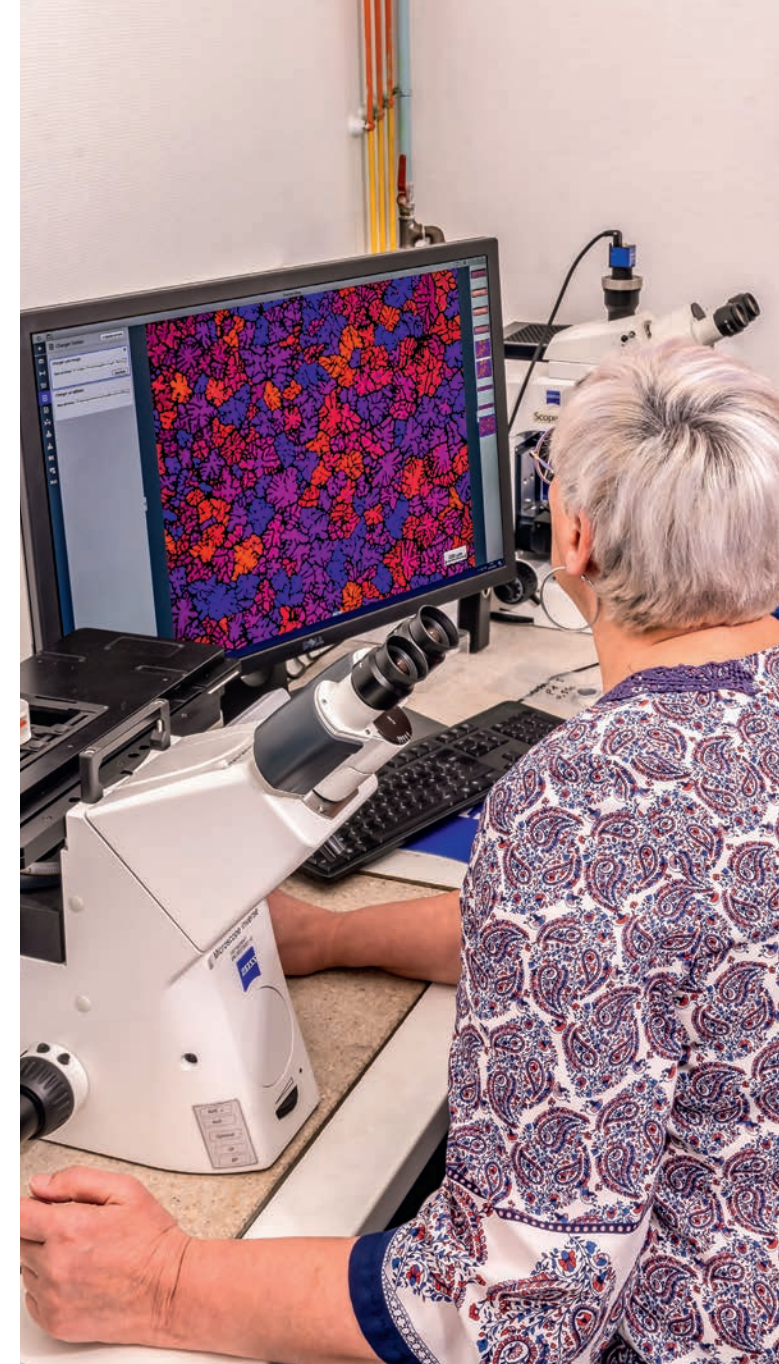
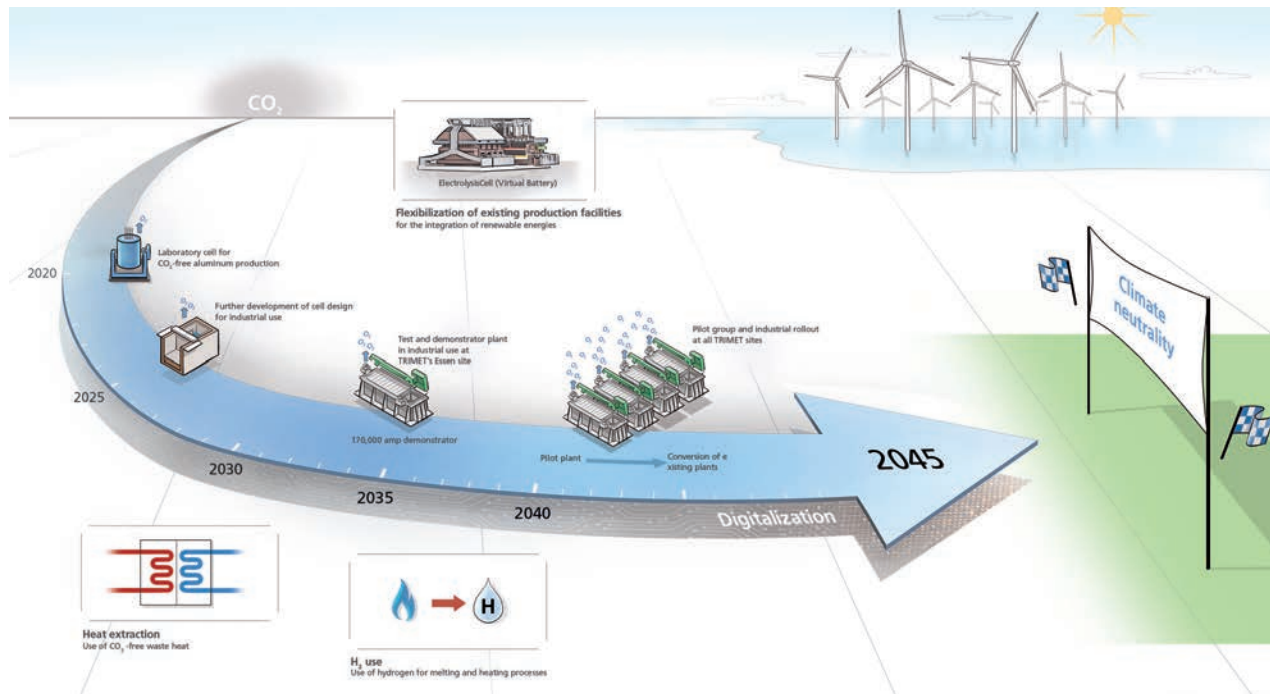
In a context of increased production, specific CO₂eq emissions fell between 2020 and 2021.

Carbon neutrality - by 2045

TRIMET Aluminium aims to achieve carbon neutrality in aluminium production by 2045.

The priority areas for achieving this objective are:

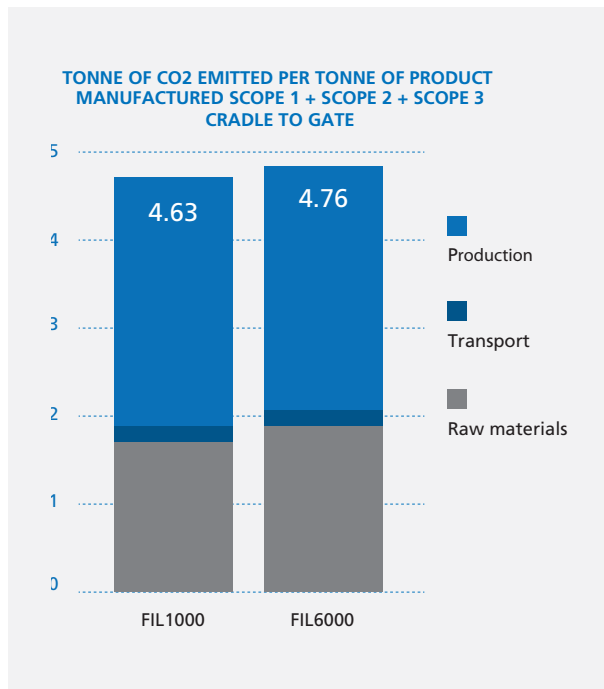
- Energy efficiency of production tools
- The introduction of hydrogen into product remelting and temperature maintenance processes
- Digitisation
- The partnership with the University of Saarland (USAAR) and the Icelandic company Arctus Aluminium Ltd. to develop an inert anode



Environmental product declaration (EPD)

In 2020, TRIMET France carried out Life Cycle Assessments (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 to products exiting the plant.

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).



One of the lowest carbon footprints in the world

The manufacture of our aluminium emits 2.74 tonnes of CO₂ per tonne of aluminium produced (Scope 1 + Scope 2). The ASI standard requires fewer than 8 tonnes of CO₂ per tonne of aluminium produced on the same scope.

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

Reduction of energy consumption

Two projects to reduce energy consumption were carried out at the Saint-Jean-de-Maurienne site in 2021:

- Refurbishment of two anode baking furnace flues (100 MWh PCI natural gas gain)
- Operational stability in electrolysis which has contributed to a reduction in energy consumption: 7250 MWh PCI saved compared to 2020





■ Zero anode effect target ... to remain in the top ranking plants in terms of emissions linked to anode effects

Anode effects are operating incidents in the electrolyses cells that occur following an alumina supply defect. During the anode effect, cell voltage can increase by several tens of volts. These incidents are mainly handled automatically by the control system but can also require manual intervention which always incurs some level of risk. Anode effects generate gases (CF₄, C₂F₆) with a very high global warming potential: 1 kg of CF₄ corresponds to more than 6 tonnes of CO₂.

In 2020, series F and G thereby produced 40,000 equivalent tonnes of CO₂ linked to anode effects, for total production of 297,000 tonnes of CO₂.

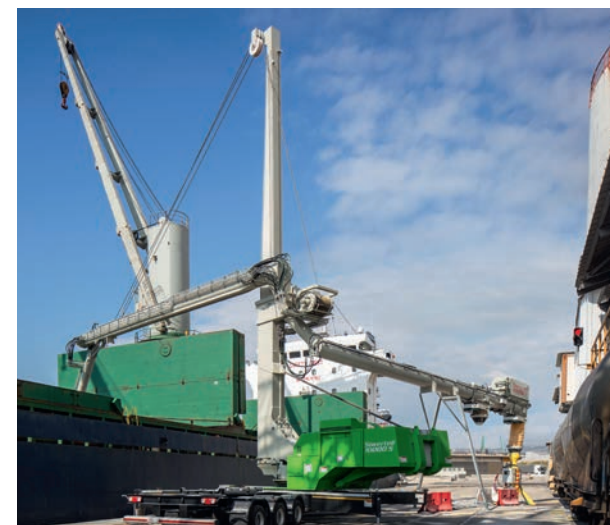
The electrolysis team is fully mobilised to reduce the risk of anode effect and related emissions: rapid intervention on each anode effect, analysis of causes, immediate corrective actions, monitoring tools, identification of abnormal cells, regular review with all the stakeholders of trends in both series. An emissions

coefficient measurement campaign led to a lowering of our emissions estimates. These actions allowed us to reduce 2021 CO₂ emissions by 25,000 tonnes in comparison with 2020, which is equal to the annual carbon footprint of 3,000 people in France.

■ Action to reduce emissions at Post 14 – Unloading of alumina vessels

Following damage to one of the two unloading gantries on the Marseilles site in 2019, TRIMET France rented a mobile sucker called a thermal Siwertell.

In order to limit our emissions on all our sites, we invested in an electric Siwertell that arrived in 2021 for a budget of approximately €950k.



■ Participation in the CCUS Consortium

CO₂ emissions are a real challenge for primary aluminium plants, and therefore for Saint-Jean-de-Maurienne. With a view to reducing CO₂ emissions announced at the national level as part of the National Low Carbon Strategy, TRIMET France is part of a consortium formed with 2 other aluminium producers based in France and an equipment manufacturer to study the possibility of CO₂ capture on electrolysis cells. This study was launched in September 2021.



Other air emissions



GRI 305 - 307

Besides CO₂, 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 2021, these emissions represented:

	2020	2021
SUBSTANCES	TRIMET FRANCE	
NITROGEN OXIDE (NOX)	228 tonnes	157 tonnes
SULPHUR OXIDE (SOX)	1,724 tonnes	1,698 tonnes
POLYCYCLICAL AROMATIC HYDROCARBONS (PAH)	10 kg	14 kg
FLUORINE (F)	81 tonnes	79 tonnes
SUSPENDED PARTICLES (SP)	169 tonnes	144 tonnes
CARBON MONOXIDE (CO)	9,171 tonnes	10,672 tonnes
PERFLUOROCARBONS (PFC)	5.4 tonnes	2.1 tonnes

The Saint-Jean-de-Maurienne site represents **99%** of these emissions.

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 18 L in 2021 (R134a gas, R227ea and R410A), i.e. 13 tonnes of CO₂ equivalent, i.e. 75% less than in 2020. As soon as a leak is observed, the service provider in charge of maintenance intervenes to repair it.



■ “CAPTATION” project

In 2021, the Saint-Jean-de-Maurienne site invested in its treatment centres to better control and manage air emissions from the plant, particularly dust and fluorine. This work was carried out within the framework of the “CAPTATION” project.

For the Fumes Treatment Centre (CTF), amounting to approximately €1,500k, the project consisted of preparing the new infrastructure to carry out successive and synchronised changes of each of the 3 filters while maintaining the level of anodes baked and the quality and quantity of fume treatment during the replacement of the filtration units.

The work carried out with high operating constraints was analysed in the pre-study of the programme to:

- Maintain the fume filtering capacity during the procedure,
- Observe a procedure for assembling and disassembling the installation within 3 weeks,
- Adapt the production volumes of the Baking Furnace to capture all fumes and treat them to comply with the Prefectural Operating Order.



The Fluorinated Gas Treatment Centre (CTG), a project costing approximately €800k, must perform 3 essential functions:

- Collect the fumes emitted by the electrolysis cells via main collectors,
- Treat the fluorine contained in the gases,
- Capture dust produced by the process so that it is not discharged outside.

The technical objectives of the transformation of the CTG are to:

- Reduce the temperature of the gases in order to increase the collection volumes (gas expansion coefficient) and preserve the filter bags,
- Improve gas circulation in order to increase draw-off volume and to avoid clogging or blocking.

The solution implemented was a spray system dispersing droplets of controlled water without the stream of captured gases. This system is up and running in some smelters. It is called Envirocare and is licensed under an Australian patent.



The “Captation” project was the winner of the 2020 Industrial Recovery Plan – Strategic sectors and entitled TRIMET France to receive a €800K grant.





GRI 304

Biodiversity and natural environments

The two TRIMET France sites, which bring together administrative, production and manufacturing activities, are located in urban areas. In order to better embed biodiversity into its environmental approach, TRIMET France commissioned an ecological research firm with a survey in 2021. It consisted 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 located along the Canal d'entre-deux-mers, 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. They include:

- Making the Board and the employees of the company aware of biodiversity issues.
- Raising the awareness of employees in charge of the management of the company's green spaces on biodiversity issues, and more particularly on the identification of invasive alien species and protected species but also on the cessation of the use of industrial weed killers.
- The creation of insect hotels to provide a favourable habitat for wildlife.
- The creation of flowering meadows on the outskirts of the TRIMET Saint-Jean-de-Maurienne plant.

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 inventory identified species on the Red List of the International Union for Conservation of Nature (IUCN), in the "Minor Concern" category. 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.

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



Major Incidents

For several years, we have maintained a relationship of trust with the Fire and Rescue Department (SDIS) based on collaboration between our teams.

Every year, we organise meetings through site inspections or the performance of drills to manage a major accident in order to train our on-call managers and allow fire fighters to practise in the specific context of our industrial site.

These situations systematically give rise to feedback highlighting strengths and areas for improvement that will allow us, if necessary, to increase our mutual effectiveness.



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 consider 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 2021, TRIMET France had 664 employees, including 629 in Saint-Jean-de-Maurienne, 35 in Castelsarrasin and 56 temporary employees. The recruitment rate (number of new employees over the year/total workforce) is 5.32% and the staff turnover rate is 0.79% (excluding retirements), which indicates good stability and good satisfaction of our staff. The benefits granted by the company contribute to this.

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)



End of career

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



Health

Supplementary medical insurance to refund medical expenses



Pensions

Pensions higher than the Chemicals industry's collective agreement



Profit-sharing

Profit-sharing agreement and company savings plan



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.

Working Conditions

Work from home

Work from home arrived at the plant, as in other companies, in response to the Covid pandemic. It soon became clear that, to function properly, work from home had to be governed by rules. After testing its operation during this crisis period, it turned out that this new work organisation could be accommodated in the company and be a real plus for certain tasks that do not require mandatory presence at the plant.

After considering the views of staff representatives, an agreement on work from home was reached unanimously on 17 March 2021. To date, 39 people have signed a rider to their employment contract allowing them to work from home one day a week and 27 others have chosen to work from home occasionally.



Replacement of the breaking booths at the Rodding Shop

For the renewal of the breaking booths at the rodding shop, we wanted to carry out an inventory of the substation by an ergonomist in order to identify improvements to be made compared to the existing version and propose adjustments to offer a better working environment limiting the risks to the health of operators.

Ultimately, the booth was completely redesigned to offer: better sound insulation, more efficient lighting, better ergonomics and improvements in operator comfort.

Representing an investment of €500k, the project comprised 2 phases of work. The first booth was installed, tested and validated for 6 months, followed by the second booth. The project was implemented by an integrated team, with the involvement of the various departments and external companies, making it possible to achieve all the improvements and the points targeted.



Health and safety at work



GRI 403

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	2020	2021
LOST TIME INCIDENT RATE per million hours worked (LTIR)	11.5	7.2
Total recordable incident rate per million hours worked (TRIR)	12.1	11.1
Severity rate (SR)	0.21	0.45
Average absenteeism rate, down despite the continued presence of COVID	8.8%	6.7%
DEATHS PER OCCUPATIONAL ACCIDENT	0	0
OCCUPATIONAL ILLNESS	1	2

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.



■ COVID-19 management: a collective challenge

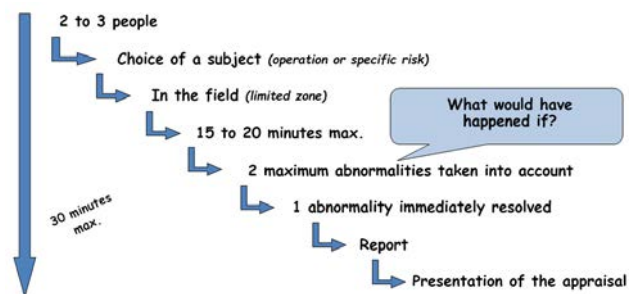
In January 2020, the Covid-19 health crisis began in France. TRIMET was faced with a major challenge: how to ensure the continuity of our production tool while preserving the health of employees and their families? Together, we have had to take on board such changes as social distancing, testing, in-house vaccinations, staggered start times, switching to 12-hour shifts, disinfection, wearing a face mask, managing contact cases, modification of the operation of the company canteen, work from home, new work space layouts, separation of flows and suspension of training. For the past two years, all staff and partners have been committed to ensure the health of all, continue the operation of our plant and meet our customers' expectations.

This period demonstrated our ability to work as a team over time. It also brought new ways of working, the development of tools and valuable feedback that we can learn from in the future.



■ Troubleshooting

Troubleshooting involves a specific on-site inspection by operators. It aims to identify, in the workshops, any discrepancies and potential generators of risks and to act immediately to correct them. It is a prevention tool focused on identifying and correcting risks, mainly technical and material and allows employees to operate in a clean, tidy and safe working environment. Used in the electrolysis sector, it has, in a few months, shown very positive results within the workshop. It is a good illustration of everyone's commitment to safety for all.



■ TRIMET is committed to partnering with its external operating companies by joining MASE

The MASE (Company Safety Improvement Manual) is an association that aims at the continuous and permanent improvement of the health, safety and environment performance of subcontractors and contractors through the application of a jointly defined reference system. TRIMET has joined the MASE network as a user company in order to engage in a common progress approach with our external companies, daily partners in the life of our sites. Through this approach, our objective is to ensure that the companies involved in our facilities are committed to risk prevention and have an adapted, robust, proven and internationally recognised management system. It also reflects a desire to be part of a rich and diverse network to exchange best practices and share solutions.



Presentation of the MASE Charter by members of the panel on 4 March 2020 to representatives of TRIMET Saint-Jean-de-Maurienne, Mr MANOURY and N. ARCHENAUULT



GRI 404

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. This breeding ground is an asset for the company and ensures the renewal of skills. 80 interns and apprentices were welcomed in 2021 at our two sites.

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.

Continuing education

In 2021, more than 29,370 hours of training were given to 530 of our employees (23,470 in 2020 for 438 employees). **80% of our employees therefore received training** in 2021 (66% of whom in the middle of the COVID pandemic). This represents an average of 55 hours' training per year and per employee.

	IN 2020		IN 2021	
	Number of persons trained	Average number of training hours per year per employee	Number of persons trained	Average number of training hours per year per employee
MANAGEMENT & ASSIMILATED	42	24	47	26
TECHNICIANS & SUPERVISORS	63	9	107	25
OPERATORS	333	43	376	68
TOTAL	438	35	530	55

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 people 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 92% of them obtain their diploma and 100% of those who pass are recruited through permanent contracts in our company.



The initiative was rewarded in 2015 with the special industry prize from the Institut Confluences.



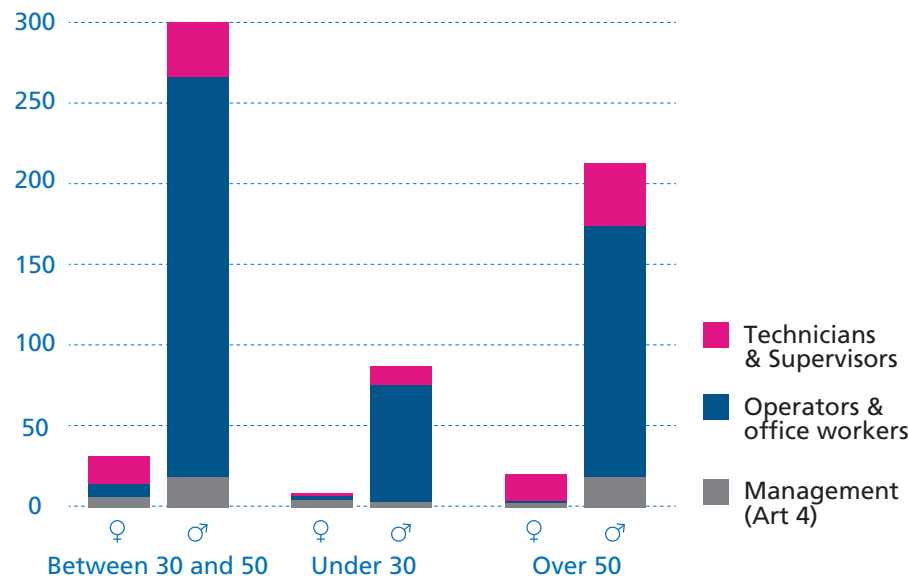
Diversity & equal opportunities



GRI 405

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.

LABOUR FORCE ACCORDING TO AGE, GENDER AND PROFESSIONAL CATEGORY



81%
The gender equality index in 2021, up slightly on 2020

16
nationalities represented at TRIMET France

Proportion of women

Historically, women are not strongly present in the aluminium industry. However, the industry does offer great career opportunities. 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 was set up in 2021 to reflect on possible levers.

Communities and local development



GRI 203

Two plants rooted in their territory

Going back over a century, the two Saint-Jean-de-Maurienne and Castelsarrasin plants are deeply rooted locally. 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 mark 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.



(12 people maximum), reservations should be sent to the following address: info@trimet.fr

Our doors are also open during Industry Week and the Science Festival; Registrations are then made directly with the organisers of these annual events.

In 2021, 40 students, residents of the Maurienne valley, retirees or industrial tourists were able to visit our tourists. Covid restrictions prevented us from organising as many events as we would have liked.

The company is also committed to presenting its trades and careers to applicants and future employees in the region by participating in the Carrefour des métiers and recruitment forums.



Discovery of the plant and trades

Throughout the year, the TRIMET France plant in Saint-Jean-de-Maurienne opens its doors to the general public and students to show them its site and its production through various events:

Every first Friday in the month, we organise an “Open Door day”. Our teams take visitors around the plant for a morning-long tour. They discover how aluminium is made, the trades and people working in the industry. Whether individually or in groups



Intervention by TRIMET France at the Aluminnov ' 2021 day organised by Aluminium France in Paris

In June 2021, the Aluminnov 'day took place in Paris, bringing together most of the major players in the Aluminium sector in France. This day took place under the patronage and in the presence of Arnaud Montebourg.

The topic of the conference presented by Xavier Berne (TRIMET France) and Serge Despinasse (Fives ECL) was: Predictive maintenance to reduce the carbon footprint of processes with the new SmartCrane system.

On this occasion, TRIMET was in the spotlight by presenting the result of a co-development project carried out with Fives ECL on the theme of digitisation and analysis of machine data in order to improve electrolysis reliability and process. This project, which involved a large number of stakeholders at the Saint-Jean-de-Maurienne plant for several months, aimed to speed up decision-making on the basis of reliable data, improve the quality of technical diagnostics and calm relations between departments by replacing interpretations with factual data.

This project has significantly improved the availability of operating equipment at Saint-Jean-de-Maurienne and consequently the operational and environmental performance of the plant, but has also enabled Fives ECL to market the solution developed at Saint-Jean-de-Maurienne in several Aluminium plants worldwide.



Sports sponsorship

Basketball, football, swimming, enduro, gymnastics, tennis and of course cycling!

Every year, many local clubs in which the children of the staff are enrolled, as well as the adult athletes of the factory, receive financial support from TRIMET France. In 2021, these clubs suffered from the pandemic but we nevertheless maintained our support. But that's not all! The company also sponsors other initiatives such as the "Accueil des Villes Françaises" association which aims to guide new arrivals in Maurienne.





Patronage

Once again this year, TRIMET France continues a long tradition dear to the TRIMET group: providing local support to an institution that is dedicated to helping sick people and their families or that contributes to helping people in difficulty.

In each of its sites, TRIMET chooses to make a donation rather than to offer gifts to its partners or customers at the end of the year.

In 2021, it paid €2,500 to the Sport et Handicap de Maurienne association.





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 15
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 TRIMET France and EDF owns 35%.	
102-6	Markets served	See Chapter 1 - TRIMET France	9
102-7	Size of the organisation	For the 2020-2021 fiscal year – See key figures Net sales: €315, 411, 556 Balance sheet total: € 387, 672, 368 including €295, 647, 368 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	28

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 1 - TRIMET France	6
102-13	Membership of professional associations	Aluminium France, European Aluminium, Syndical Professionnel des Industries Electrométallurgiques et Electrotechniques du Grand Sud (SPIEEGS), 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	30
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	30 to 37
102-43	Stakeholder engagement approach	See Chapter 2 - Sustainable Development approach and strategy	30 to 37
102-44	Major issues and concerns raised	See Chapter 2 - Sustainable Development approach and strategy	30 to 37

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	34 to 37
102-49	Changes relating to reporting	None	
102-50	Reporting period	2021	
102-51	Date of most recent report	Dec. 2021	
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	34 to 37
103-2	The managerial approach and its components	See Chapter 2 - Sustainable Development approach and strategy	19 to 22
103-3	Evaluation of the managerial approach		24 to 25

Economics

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
ECONOMIC PERFORMANCE			
202-1	Direct economic value generated and distributed	Key figures for 2021	4
202-4	Public financial aid	Subsidies awarded under the recovery plan for industry in November 2020 – Strategic sectors CAPTATION project, €800,000 grant	59
INDIRECT ECONOMIC IMPACTS			
203-1	Investments in infrastructure and patronage	See Chapter 4 - Social	74 and 77
PURCHASING PRACTICES			
204-1	Proportion of spending with local suppliers	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	9,26,27
FIGHT AGAINST CORRUPTION			
205-1	Business assessed in terms of corruption risk	See Chapter 1 TRIMET France - Governance	17
205-3	Confirmed cases of corruption and measures taken	None	
ANTI-COMPETITIVE BEHAVIOUR			
206-1	Legal actions against anti-competitive behaviour and anti-trust practices	None	

Environment

GRI STANDARD	TITLE	DATA OR REFERENCE IN THE DOCUMENT	PAGE
RAW			
301-1	Materials used by weight or by volume	See Chapter 3 - Environment - Raw materials	44
301-2	Recycled materials used	See Chapter 3 - Environment - Raw materials	44 to 49
301-3	Recovered products and packaging materials	See Chapter 3 - Environment - Raw materials	48
ENERGY			
302-1	Energy consumption within the organisation	See Chapter 3 - Environment - Energy	42 and 43
302-3	Energy intensity	See Chapter 3 - Environment - Energy	42 and 43
302-4	Reduction of energy consumption	See Chapter 3 - Environment - Energy	56
WATER			
303-1	Water abstraction by source	See Chapter 3 - Environment - Water	50 and 51
303-2	Water sources heavily affected by water abstraction	See Chapter 3 - Environment - Water	53
303-3	Water recycling and reuse	See Chapter 3 - Environment - Water	51
BIODIVERSITY			
304-1	Owned, leased or managed industrial sites located in or bordering protected areas and biodiversity-rich areas outside protected areas	See Chapter 3 - Environment - Biodiversity and natural environments	60 to 62
304-2	Significant impacts of activities, products and services on biodiversity	See Chapter 3 - Environment - Biodiversity and natural environments	60 to 62

304-4	IUCN Red List and National Conservation List species whose habitats are located in areas affected by operations	See Chapter 3 - Environment - Biodiversity and natural environments	60 to 62
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EMISSIONS

305-1	Direct GHG emissions (Scope 1)	See Chapter 3 - Environment - Carbon Footprint	54 to 57
305-2	Direct GHG emissions (Scope 2)	See Chapter 3 - Environment - Carbon Footprint	54 to 57
305-3	Indirect GHG emissions (Scope 3)	See Chapter 3 - Environment - Carbon Footprint	54 to 57
305-4	GHG emission intensity	See Chapter 3 - Environment - Carbon Footprint	54 to 57
305-5	Reduction of GHG emissions	See Chapter 3 - Environment - Carbon Footprint	54 to 57
305-6	Emissions of ozone-depleting substances (ODS)	See Chapter 3 - Environment - Other air emissions	58
305-7	Emissions of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	See Chapter 3 - Environment - Other air emissions	58

EFFLUENTS AND SCRAP

306-1	Water flow by quality and destination	See Chapter 3 - Environment - Water	50 to 53
306-2	Scrap by type and disposal method	See Chapter 3 - Environment - Scrap and recycling	46 to 47
306-3	Significant spills	See Chapter 3 - Environment - Water	50
306-4	Transportation of hazardous waste	See Chapter 3 - Environment - Scrap and recycling	53
306-5	Bodies of water affected by spills and/or run-off	See Chapter 3 - Environment - Water	53

ENVIRONMENTAL COMPLIANCE

307-1	Non-compliance with environmental laws and regulations	See Chapter 3 - Environment - Other air emissions	58
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ENVIRONMENTAL SUPPLIER EVALUATION

308-1	New suppliers analysed using environmental criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	26 to 27
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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	66
EMPLOYEE/MANAGEMENT RELATIONS			
402-1	Minimum notice periods for operational changes	A major change in the organisation of work has a notice period of at least 7 days before being applied.	66 and 67
HEALTH AND SAFETY AT WORK			
403-1	Worker representation on formal health and safety committees involving both workers and management	See Chapter 4 - Social - Occupational safety and health	68
403-2	Types of work-related accidents and rates of work-related accidents, occupational illnesses, days lost, absenteeism and number of work-related deaths	See Chapter 4 - Social - Occupational safety and health	68
403-3	Workers with a high incidence rate and risk of occupational diseases	See Chapter 4 - Social - Occupational safety and health	68
403-4	Health and safety issues subject to formal agreements with unions	Our profit-sharing agreement includes a component indexed to the site's safety performance.	68
TRAINING AND EDUCATION			
404-1	Average number of training hours per year per employee	See Chapter 4 - Social - Training	71
404-2	Employee upskilling programmes and transition assistance programmes	See Chapter 4 - Social - Training	71
404-3	Percentage of employees receiving regular performance and career opportunity reviews	See Chapter 4 - Social - Training	70

DIVERSITY AND EQUAL OPPORTUNITY			
405-2	Ratio of base salary and remuneration of men and women	See Chapter 4 - Social - Diversity and equal opportunity	73
SOCIAL SUPPLIER EVALUATION			
414-1	New suppliers analysed using social criteria	See Chapter 2 - Sustainable Development approach and strategy - Responsible purchasing	26 and 27
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 TRIMET France Sustainability Report covers 2021. 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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Graphic design and layout:

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BACARIA YANNICK	BERNARD JULIEN	BOUKICH CHAHID	CHAMORAND BENJAMIN	COURTAUD CHRISTOPHE	DEROO STEPHANE
BAGNEAUX FLORIAN	BERNARD MAXIME	BOUKICH NOUREDDINE	CHAMORAND KEVIN	COURTES LAURENT	DEVILLE DUC BENOIT
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BALMON TANGUY	BERNE XAVIER	BOULAMJOUJ MOHAMMED	CHAPPELLAZ ANTHONY	COUTAZ THIERRY	DI DONFRANCESCO LAURENT
BARBERA RICHARD	BEROUD DAMIEN	BOULAMJOUJ SOFIAN	CHAPPELLAZ STEPHANE	COUTO BERNARDINO PAULO	DIAS MANUEL
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BARD ERIC	BEYTOUT PIERRE	BOUTAOUI RADOUANE	CHATEAU XAVIER	DA COSTA JEAN	DO NASCIMENTO PEDRO

DOLCE DOMINIQUE	EXCOFFIER ENZO	GAUDIN FRANCK	HAOULI AHMED	LAMALLAM SAID	MALLAHI MUSTAPHA
DOMINJON DAMIEN	EXCOFFIER ERIC	GAUTHIER CHRISTOPHE	HERGAULT CHRISTIAN	LAMBERT ROMAIN	MANOURY MARIE
DOMPNIER RICHARD	EXTRASSIAZ BAPTISTE	GAY RAPHAEL	HOEPPE FRÉDÉRIC	LANDAIS YANNICK	MARCELLO MELVINE
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DOS SANTOS CESARIO	FALLER BRUNO	GENERO PATRICE	HORN THIERRY	LAPERROUSE THIBAUD	MARCHETTI ALEXIS
DOUDOU DJAMEL	FALQUET ROLAND	GENIN DENIS	HUMBERT SEBASTIEN	LARGERON YVES	MARCOTTI ALEXANDRE
DOUDOU FAHIM	FARAGO DOMINIQUE	GERMAIN CHRISTY	ILTIS CHRISTOPHE	LARGUET BRAHIM	MARIDET ALEX
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EXCOFFIER BENJAMIN	GARNIER REMY	GUYGNIÉC FABRICE	LALLEMAND JONATHAN	MAGNIN ARSENE	MONACIS JOSEPH
EXCOFFIER CLEMENT	GASPARINI DYLAN	HALLAK ROMAIN	LAMALLAM HASSAN	MALLAHI ABDELJEBBAR	MONDET FRANCK

MONDET STEPHANE	PARIZET DJESSY	RAFTANI HASSAN	ROUZAUD JOSEPH-VICTOR	TERPEND-ORDACIERE LUCILE-ANNA	VERNAVY ELIE
MORALES FRANCK	PASQUIER ANTHONY	RAGEADE DAMIEN	ROYER DELPHINE	TESSITORE PHILIPPE	VERNEY ADRIEN
MORALES LUC	PASQUIER ERIC	RATEL ANDY	RUGGIERI GABRIEL	THIMEL FRANCOIS-XAVIER	VEYRAT THIERRY
MORARD THOMAS	PASQUIER NICOLAS	RATEL BENOIT	SACCOMANDI MORGAN	THOMAS CEDRIC	VIAL LUDOVIC
MOREL KEVIN	PASQUIER SEBASTIEN	RATEL FELIX	SALAMITO YVAN	THOMAS JEAN-GABRIEL	VIALLET VINCENT
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