



MERSEN HUMAN  
RIGHTS POLICY



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As a leading company operating in many countries around the world, Mersen is committed to acting in a responsible manner. While States naturally have a duty to protect human rights, we believe that companies share this responsibility in terms of managing any adverse human rights impacts caused by business relationships.

# Summary

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# 1.

## Standards

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Mersen's policies are based on and fully respect the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Global Compact.

**We comply with all applicable laws and we respect internationally recognized human rights wherever we operate.**

Where national law and international human rights standards differ, we follow the higher standard; where they are in conflict, we adhere to national law and seek ways to respect international human rights to the greatest extent possible.

This Human Rights Policy elaborates on the requirements set out in the **Mersen Code of Ethics**, the Mersen **Children's Rights policy** and the **Anti-Slavery policy**, bringing greater clarity to our approach to respecting human rights across our global business.

# 2.

## Legal Employment

### CHILD LABOR

Mersen is committed to respecting the Rights of the Child, including the right to free education, and therefore to eliminating child labor.

Mersen can have an impact on children's rights through its direct operations, its supply chain or its interactions with local communities. **The minimum age for all Mersen employees is 18 years**, except in the case of internships or vocational training programs organized in cooperation with schools and training institutes or approved by the competent authorities.

Regular audits are conducted at our facilities to ensure that the information provided in the HRIS, especially the age of employees, is correct and that the Group's Code of Ethics is applied.

### FORCED LABOR

**Based on the International Labour Organization definition, the term "forced labor" means:**

all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily .

Mersen neither uses nor supports or will support the use of forced or involuntary labor of any kind. To the best of its knowledge, Mersen does not work with business partners using forced or compulsory labor in their operations.



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# 3.

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## Freedom of association and collective bargaining

We respect freedom of association. We will not discipline or retaliate against any employees seeking to exercise their right to freedom of association and will not seek to control, directly or indirectly, any trade union or labor organization which employees wish to create.

**Social dialogue is an essential component of Mersen's human resources policy.** Where our employees wish to be represented by trade unions or works councils, we cooperate in good faith with the bodies that our employees collectively choose to represent them within the appropriate national legal frameworks, and we support collective bargaining.



# 4.

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## Work conditions

### **HEALTH & SAFETY WORKPLACE**

**Mersen pledges to provide the best possible work environment for the well-being, health and safety of its employees.** Since the Group is convinced that all accidents can be avoided and every risk preempted, it has made seeking health and safety excellence in the workplace its constant priority.

Its health and safety strategy is built on everyone's engagement, providing personal protective equipment (PPE), hazard and risk assessments, safety rules, continuous training, observations and incident analysis. Mersen will continue to improve the work environment for its employees by following prevention plans and measuring health and safety performance, promoting a strong safety culture.

All employees have access to clean sanitary facilities and drinking water.

## HEALTH & SAFETY ACCOMMODATION

Any accommodation that is provided to employees will be safe and meet reasonable accommodation standards, which includes ensuring that the number of occupants provides for reasonable privacy and is reasonably safe and sanitary.

## WORKING TIME AND LEAVE

Where there is no such regulation, Mersen states that **a work week should not exceed 60 hours**, including overtime, except in emergency or unusual situations. Workers will be permitted at least one day off per seven-day week.

## WAGES AND BENEFITS

Wherever it operates, **Mersen guarantees the minimum wages** set by local regulations. Where there is no such regulation or where the minimum wage is insufficient to meet basic needs, **Mersen strives to compensate its employees to meet them.**

We define basic needs as a wage sufficient to provide the essential necessities for an acceptable standard of living.

We take care to ensure that our employees have access to medical cover and, in the event of their death, to evaluate the opportunity to set up a death benefit to guarantee financial security to their dependents, based on local practices.



# 5.

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## Equal opportunities

### GENDER BALANCE

The Group's primary objective, **the integration of an increasing number of women in all roles, including roles in production**, has over many years led to several initiatives in recruitment, professional development, communication, manager awareness raising campaigns, compensation, maternity/paternity leave, organizational changes, adaptation of workstations and personal equipment, etc...

### DIVERSITY

Present in 35 countries and on four continents, for many years Mersen has made the diversity of its teams' origins, training, cultures and ways of thinking one of its quintessential strengths. **Mersen favors the recruitment of local plant managers whenever possible.**

This diversity is what drives collaboration between teams and sparks creativity so that Mersen can better understand the needs of its customers around the world.

To preserve this diversity, Mersen's corporate culture inspires **mutual respect** and recognition of the intrinsic value of each individual, whatever their origin, and combats all forms of discrimination. Human Resources strives to ensure equal opportunities at every level, while maintaining and strengthening the multi-disciplinary capabilities of the Group's teams.

### SKILLS DEVELOPMENT

Mersen operates in extremely complex and highly competitive sectors and owes much of its success to the expertise of its teams and skills of its employees.

To retain talent and attract new talent while adapting to the technical and technological developments of its markets, **the Group has established a human resources policy focused on continuing professional development.**

This is a forward-looking approach to employment that allows Mersen to make the necessary changes to maintain its reputation as a leader.

#### Mersen Academy

In addition to general training and customized vocational training, the online training platform Mersen Academy helps develop the skills of the Group's employees and support their professional development.

# 6.

## Local Communities

**Mersen aspires to integrate itself as much as possible in the development of the economy and local life.**

The Group respects the rights of people in communities impacted by its activities. We seek to identify adverse human rights impacts and take appropriate steps to address and remedy them.

# 7.

## Human rights policy governance

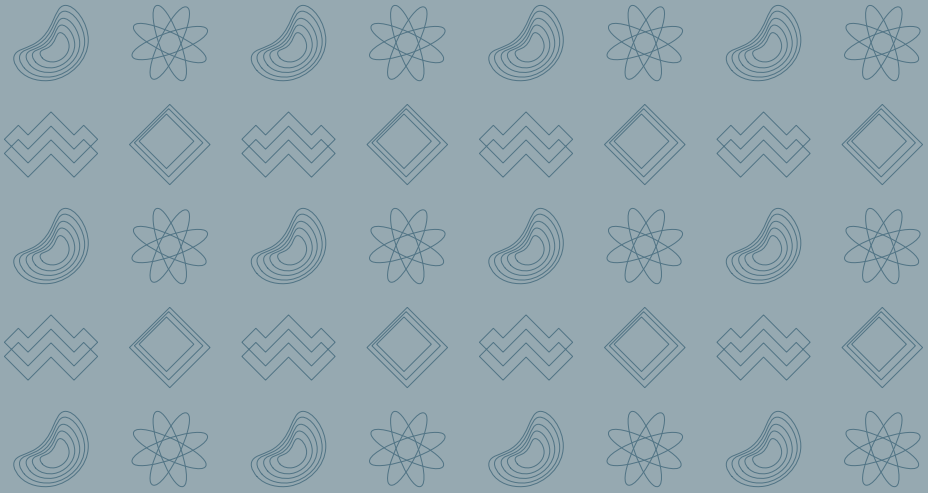
### Executive Mangement

The Chief Executive Officer is ultimately responsible and oversees the respect and implementation of our human rights commitments across the Group.

### Compliance

The Chief Compliance Officer is responsible for managing compliance with the Mersen Code of Ethics. Senior managers are expected to demonstrate visible support for our human rights policy.

If anyone within or outside the Group has any concerns regarding practices at Mersen, they can report them in good faith using a dedicated form available on the website. Their actions are kept confidential and any inappropriate behavior is reviewed as quickly as possible.



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