

ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

CONSTELLIUM
AS&I EXTRUSION SINGEN,
CONSTELLIUM AUTOMOTIVE
STRUCTURES GOTTMADINGEN
AND DAHENFELD

CERTIFICATE NUMBER	ASI STANDARD	CERTIFICATION LEVEL	ASI ACCREDITED AUDITOR
99	PERFORMANCE STANDARD (V2 2017)	FULL CERTIFICATION	GUTCERT (AFNOR GROUP)
DATE OF ISSUE	DATE OF EXPIRY	CERTIFIED SINCE	
22 OCTOBER 2020	21 OCTOBER 2023	22 OCTOBER 2020	

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', written over a horizontal line.

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Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at
www.aluminium-stewardship.org

CERTIFICATION SCOPE

Extrusion plant of Constellium Singen (Germany) and Automotive Structure production sites of Gottmadingen (Germany) and Dahenfild (Germany).

SUMMARY AUDIT REPORT

PERFORMANCE

STANDARD

OVERVIEW

MEMBER NAME	Constellium
ENTITY NAME	Constellium AS&I Extrusion Singen, Constellium Automotive Structures Gottmadingen and Dahenfeld
CERTIFICATION SCOPE	Extrusion plant of Constellium Singen (Germany) and Automotive Structure production sites of Gottmadingen (Germany) and Dahenfeld (Germany)
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Semi-Fabrication• Material Conversion (Industrial Users)
ASI STANDARD	<ul style="list-style-type: none">• Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">• Certification Audit
AUDIT FIRM	GUTcert (AFNOR Group)
AUDIT DATE	<ul style="list-style-type: none">• 20 July . 22 July 2020
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 22 September 2020
AUDIT SCOPE	<p>The Audit Scope includes the extrusion plant of Singen AS&I, and the two downstream plants of Dahenfeld and Gottmadingen manufacturing car components from extruded profiles. Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">• Semi-Fabrication• Material Conversion (Industrial Users) <p>All relevant supply chain activities, and Criteria in the Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">• Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this Report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.

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- The Audit Scope and Audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
 - The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD 22 October 2020 . 21 October 2023

NEXT AUDIT TYPE Re-Certification Audit

NEXT AUDIT DATE 21 October 2023

CERTIFICATION NUMBER 99

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented processes (including a legal register) which allow adequate awareness of legal requirements and which shall ensure compliance with Applicable Laws and regulations. Legal developments are systematically monitored and competent legal advice is available (Corporate supports the site with legal counsel). The Entity holds ISO 14001, ISO 50001 and OHSAS 18001 Certifications from an accredited Certification body.
1.2 Anti-Corruption	Conformance	The Entity has a system in place against corruption which is adequate to the size and nature of its business. Among the instruments, there is a Code of Conduct issued and communicated internally and externally. The Entity has provided training to employees with regards to business ethics. Corporate headquarter operates a whistleblowing hotline where potential breaches or suspected corruption can be reported confidentially. The financial system is periodically audited by an external tax Auditor. The corporation reports periodically on anti-corruption in its annual Sustainability Report. A copy of the latest Sustainability Report can be found via the following link: https://www.constellium.com/sustainability/downloads/brochures-reports .
1.3 Code of Conduct	Conformance	The Entity has implemented a Code of Conduct including principles relevant to environmental, social and governance performance. Constellium's group Code of Conduct can be accessed via the link below: https://www.constellium.com/sites/default/files/Sustainability/Codeofconduct/constellium_codeofconduct-2019-en-web.pdf . Their supplier Code of Conduct is available via this link: https://www.constellium.com/sites/default/files/Sustainability/en_constellium_supplier_code_of_conduct_final.pdf .
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has implemented and maintains policies consistent with the requirements of the ASI Performance Standard (see: https://www.constellium.com/sustainability/downloads/policies-codes-conduct to access the corporate EHS- and Human Rights Policies. The Policies are subject of periodic employee training. The site holds Certificates according ISO 14001, ISO 50001 and OHSAS 18001 from an accredited Certification body which is current for the Entity's Certification Scope. Copies of the Certificates can be downloaded via the link below: https://www.constellium.com/sites/default/files/certifications/constellium_singen_certificates_english_0.zip .

CRITERION	RATING	COMMENT
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	In accordance with the ASI Performance Standard as well as the Entity's own Environmental, Energy and Health & Safety Management System, the Entity has senior management endorsement and support through provision of resources and regularly reviews the policies. The Entity obtained ISO 14001, ISO 50001 and OHSAS 18001 Certifications which are consistent with their ASI Certification Scope.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated the policies internally and externally as appropriate (company website, intranet, postings). The Constellium Corporate supplier Code of Conduct is actively communicated to their suppliers. A copy of the corporate policies can be found via the following link: https://www.constellium.com/sustainability/downloads .
2.2 Leadership	Conformance	The Entity's plant manager has the overall responsibility and authority for ensuring conformance with this Standard and to ensure sufficient resources to support the implementation of the Standard. He is supported by his local team as well as by the corporate sustainability team.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has documented and implemented an accredited Management System covering Environment, Energy, Health & Safety H&S (ISO 14001, ISO 50001, OHSAS 18001, copies of the Certificates can be downloaded via the link: https://www.constellium.com/sites/default/files/certifications/constellium_singen_certificates_english_0.zip .
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has documented and implemented a Management System on social aspects. It is not certified but appears correctly implemented during the Audit. For health and safety aspects, the Entity has documented and implemented a specific management system according to OHSAS 18001. This system is Certified by an accredited certification body.
2.4 Responsible Sourcing	Conformance	The Entity's sourcing Process is in accordance with the requirements of the ASI Performance Standard. Please find below link to Constellium's Responsible Supply Chain Management Policy and Supplier Code of Conduct: https://www.constellium.com/sustainability/downloads/policies-codes-conduct .
2.5 Impact Assessments	Conformance	At the time of the Audit, the Entity was building a new press line on their premises (replacing the old line on existing ground of the site - no new land usage). Since the authorities did not consider this project as %major+and the project has no lasting negative effects on any of the subjects to be considered under this Criterion, an environmental, social, cultural or Human Rights Impact Assessment was not required for this project. For major projects, Constellium HQ is always involved.

CRITERION	RATING	COMMENT
2.6 Emergency Response Plan	Conformance	The Entity has a site specific Emergency Response Plan developed in collaboration with relevant Stakeholders such as the neighbour companies, community and relevant authorities (e.g. fire brigade, civil protection). The Entity also holds ISO 14001 and OHSAS 18001 Certifications, which are current to the Entity's Certification Scope under ASI. A fire brigade is permanently on site.
2.7 Mergers and Acquisitions	Conformance	The Entity systematically reviews environmental, social and governance issues as part of the Entity's planning and Due Diligence Processes. Mergers and Acquisitions are not managed on local level but by corporate headquarter. There were no known Mergers and Acquisitions plans for the audited Entity since they joined ASI. A corporate procedure has specified the approach on environmental, social & governance due diligences for mergers & acquisitions, closure, decommissioning and divestment processes.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity systematically reviews environmental, social and governance issues as part of the Entity's planning and Due Diligence processes. Mergers and Acquisitions are not managed on local level but by the corporate headquarters. There were no known mergers and acquisitions plans for the audited Entity since they joined ASI. A corporate procedure has specified the approach on environmental, social & governance due diligences for mergers & acquisitions, closure, decommissioning and divestment processes.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	Constellium has published its commitment to the United Nations Global Compact. The group publicly disclosed its governance approach and its material environmental, social and economic impacts in the annual Constellium group Sustainability Report, which is based on GRI (Global Reporting Initiative) Principles. The 2019 business and Sustainability Report is publicly available following the link below: https://www.constellium.com/sites/default/files/constellium_business_sustainability_report_2019.pdf . The latest materiality assessment is described in the 2018 Sustainability Report on pages 37-39. https://www.constellium.com/sites/default/files/constellium_business_and_sustainability_report_2018_3.pdf .
3.2 Non-Compliance and liabilities	Conformance	Non-Compliance and liabilities are disclosed in Entity's Sustainability Review as per Global Reporting Initiative (GRI) guidelines. As stated in the Constellium group business and Sustainability Report 2019, for the GRI indicator "monetary value of significant fines /monetary sanctions", none were

CRITERION	RATING	COMMENT
		recorded for the whole group. A copy of the latest Sustainability Report can be found via the following link: https://www.constellium.com/sites/default/files/constellium_business_sustainability_report_2019.pdf (p. 72, GRI sections 417-2, 417-3, 419-1, p.70 GRI 307-1).
3.3a Payments to governments (legal and contractual)	Conformance	Non-Compliance and liabilities are disclosed in Entity's Sustainability Review as per Global Reporting Initiative (GRI) guidelines. As stated in the Constellium group business and Sustainability Report 2019, for the GRI indicator "monetary value of significant fines /monetary sanctions", none were recorded for the whole group. A copy of the latest Sustainability Report can be found via the following link: https://www.constellium.com/sites/default/files/constellium_business_sustainability_report_2019.pdf (p. 72, GRI sections 417-2, 417-3, 419-1, p.70 GRI 307-1).
3.3b Payments to governments (disclosure . Bauxite Mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity has established accessible Complaints Resolution Mechanisms, adequate to address Stakeholder complaints, grievances and requests for information relating to its operations.
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity's Headquarters has evaluated the environmental life cycle impacts of the main product line (Crash Management Systems). A copy of the current LCA summary can be found via the following link: https://www.constellium.com/sustainability/life-cycle-assessments .
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity has defined and implemented procedures to provide adequate cradle-to-gate Life Cycle Assessment (LCA) information on its Aluminium products, upon customer request. A copy of the current LCA summaries can be found via the following link: https://www.constellium.com/sustainability/life-cycle-assessments .
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	When communicating externally on Life Cycle Assessment (LCA) information, the Entity communicates through its Headquarters or the website, with the adequate assumptions and boundaries. Upon request, the critical review report of the full LCA study is also sent. A copy of the current LCA summaries can be found via the following link: https://www.constellium.com/sustainability/life-cycle-assessments .

CRITERION	RATING	COMMENT
4.2 Product design	Minor Non-Conformance	At corporate level, sustainability aspects are considered during the development of a new alloy. During the local development of a new product requested by a customer, the final agreement takes into account economic and practical feasibility. However, the Audit Team believes that sustainability issues are usually considered on local level but during the interviews, the Entity had not sufficient documentation at hand to demonstrate that clear objectives are established, monitored and reviewed in the design and development process for products (except of course for mass savings associated with the substitution of steel parts by lighter aluminium parts designed by the Entity).
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has implemented a process to minimize and monitor the Aluminium Process Scrap generation. There are measures to decrease the generation of fabrication scrap and the top management implemented scrap generation monitoring and targets. This is regularly reviewed during team meetings, as the Audit Team could verify. Scrap is 100% externally recovered.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Entities developed and apply a strict separation of Process Scrap per aluminium alloy group.
4.4a Collection and recycling of Products at end-of-life (strategy)	Conformance	The Entity and its Headquarters have established a consistent aluminium recycling strategy as there is an external recycling unit within another Member's Entity. At a HQ level, targets and timeline were set to improve sorting and recycling.
4.4b Collection and recycling of Products at end-of-life (engagement)	Conformance	The Entity's Headquarters have recycling strategies that engage Stakeholders on different levels, markets and product lines. The Entity's Headquarters are a Member of the European Aluminium Association, and are also engaged in programs aiming at data collection, raising awareness and increasing recycling rates in several application areas, including automotive and packaging.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entities account for and publicly disclose on a yearly basis, at corporate level, GHG emissions and energy use by source in its Business and Sustainability Performance Report and in the CDP (Carbon Disclosure Project) answers. All documents are available on Constellium's website, via the following link: https://www.constellium.com/sustainability/downloads/disclosure-and-certifications .
5.2 GHG emissions reductions	Conformance	The Entities publicly disclose its time-bound greenhouse gas emissions target on its website, available via the following link: https://www.constellium.com/singen-germany-aluminium-manufacturing-plant-constellium . It addresses both direct and indirect emissions. They also implemented an action plan to achieve their goal.

CRITERION	RATING	COMMENT
5.3a Aluminium Smelting (Management System)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE

6.1 Emissions to Air	Conformance	<p>Emissions to the air are under tight control according to local regulations and permits.</p> <p>The Entity monitors and publishes, at corporate level, its key emissions to air in its yearly Business and Sustainability Performance Report, that can be found via the following link: https://www.constellium.com/sustainability/downloads/brochures-reports (see p63 GRI 305-7).</p> <p>For the Entity, emissions to the air are under tight control according to local regulations and plans are implemented to reduce their impacts.</p>
6.2 Discharges to Water	Conformance	<p>The Entity monitors and publishes, at corporate level, its key Discharges to Water in its yearly Business and Sustainability Performance Report, that can be found via the following link: https://www.constellium.com/sustainability/downloads/brochures-reports (see p63 GRI 306-1).</p> <p>For the Entity, Discharges to Water are under tight control according to local regulations and permits. Plans are implemented to reduce their impacts.</p>
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity performed risk assessments and implemented measures to prevent contamination of air, water and soil.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has implemented a Management System, including emergency, monitoring and communication procedures, to deal with the major risks of spills and leakage.
6.4a Reporting of Spills (immediate disclosure)	Conformance	Any spill will be handled internally by the plant fire brigade. The Entity has a procedure and system in place to properly communicate on spills to the local authorities. Fortunately, this didn't happen recently.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity's Headquarters report its significant spills publicly in its annual Sustainability Report. Such incidents did not happen in recent years. A copy of the latest Sustainability Report can be

CRITERION	RATING	COMMENT
		found via the following link: https://www.constellium.com/sustainability/downloads/disclosure-and-certifications (GRI 306-3).
6.5a Waste management and reporting (strategy)	Conformance	Following the "German Recycling Management Act" (KrWG), the Entity has established a waste management strategy for the whole industrial site that is in accordance with the Waste Mitigation Hierarchy. As a result, less than 1% of wastes are sent to landfill as there is no other available option.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity discloses, at corporate level, its hazardous and non hazardous waste quantities and disposal methods in its annual Sustainability Report. A copy of the latest Sustainability Report can be found via the following link: https://www.constellium.com/sustainability/downloads/brochures-reports (see p46 GRI 306-2).
6.6a Bauxite Residue (storage construction)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6c Bauxite Residue (water discharge)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6e Bauxite Residue (start of the art technologies)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a Dross (recovery)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8b Dross (recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8c Dross (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

PRINCIPLE 7 WATER STEWARDSHIP

7.1a Water assessment (mapping)	Conformance	The Entity has identified and monitors its water withdrawal and use by source and type. Even though it is under tight control, the overview could be improved to enhance clarity. Withdrawals come from multiple deep wells and from the town water and there are onsite over 100 water meters and regular analyses. The overall water withdrawal, discharges and uses could be simplified into one graphical Sankey diagram to improve clarity and monitoring.
7.1b Water assessment (risk assessment)	Conformance	The Entity has assessed the current and forecast water-related risks within its Area of Influence, which is limited to the industrial area. The Entity respects all legal requirements due to the "Water protection area". The assessment has been performed with the external and online "Aqueduct water risk atlas" service and shows a low risk level at short and long term.
7.2a Water management (management plans)	Not Applicable	This Criterion has been rated as not applicable due to the low risk level identified in the risk assessment performed by the Entity.
7.2b Water management (monitoring)	Not Applicable	This Criterion has been rated as not applicable due to the low risk level identified in the risk assessment performed by the Entity.
7.3 Disclosure of water usage and risks	Conformance	The Entity discloses, at corporate level, its water withdrawals and uses in its 2019 annual Sustainability Report that can be found via the following link: https://www.constellium.com/sustainability/downloads/brochures-reports (p.65 GRI-303-3). The Entity discloses its material water-related risks within the Carbon Disclosure Project (CDP) water assessment that can be found via the following link: https://www.constellium.com/sustainability/downloads/disclosure-and-certifications .

PRINCIPLE 8 BIODIVERSITY

8.1 Biodiversity assessment	Conformance	The Area of Influence for the biodiversity covers ca 129 hectares and includes the "alusingen" area with other companies. Any
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CRITERION	RATING	COMMENT
		new project must be authorized by the local authority which evaluate "Nature, Landscape and Climate" impacts prior to authorization. With the help of a local nature NGO, the Entity developed a biodiversity procedure and a biodiversity risk analysis that includes suggestions of protection measures. The Entity also implemented an environmental Impact Assessment that covers biodiversity issues within its Area of Influence. The assessment for the Entity resulted in a "low" risk rating regarding biodiversity management.
8.2a Biodiversity management (Biodiversity Action Plans)	Not Applicable	This Criterion has been rated as not applicable due to the low risk level identified in the risk assessment performed by the Entity. Nevertheless, as part of the EHS Management System, some measures are implemented and reviewed to protect the local biodiversity.
8.2b Biodiversity management (Consultation and mitigation hierarchy)	Not Applicable	This Criterion has been rated as not applicable due to the low risk level identified in the risk assessment performed by the Entity.
8.2c Biodiversity management (reporting)	Not Applicable	This Criterion has been rated as not applicable due to the low risk level identified in the risk assessment performed by the Entity.
8.3 Alien Species	Conformance	The Entity has identified that the main risks of introduction of Alien Species are associated with products transportation and in particular with wooden pallets. The Entity takes preventive actions with packaging instructions, to avoid the accidental or deliberate introduction of Alien Species that could have significant adverse impacts on biodiversity.
8.4a Commitment to No Go+in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.4b Commitment to No Go+in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5a Mine Rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5b Mine Rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
9.1a Human Rights Due Diligence (Policy)	Conformance	<p>Constellium publicly subscribes to the United Nations Guiding Principles and has issued and communicated its Code of Conduct, which includes a commitment to respect Human Rights.</p> <p>The code can be accessed via the following link: https://www.constellium.com/sites/default/files/Sustainability/Cod eofconduct/constellium_codeofconduct-2019-en-web.pdf.</p>
9.1b Human Rights Due Diligence (Process)	Conformance	<p>Constellium group has conducted a documented Human Rights Due Diligence Process with internal Stakeholders, the next step is to conduct systematic consultation of external Stakeholders. The site is deeply imbedded in the Community and society and as confirmed by interviewed Stakeholders and management, there are currently no salient issues with regard to Human Rights.</p>
9.1c Human Rights Due Diligence (remediation)	Conformance	<p>The corporate Human Rights assessments has confirmed that there are no salient adverse Human Rights impacts present at the audited site. The Entity did not identify as having caused or contributed to adverse Human Rights impacts.</p>
9.2 Women's Rights	Conformance	<p>The Entity has developed and implemented policies, systems, procedures and processes that conform to the women's rights requirements. During the site tour, interviews and document review, no indication for deliberate discrimination of women was observed. The Constellium group is reporting publicly on gender diversity indicators such as the number of female/male workers and male/female senior managers (Sustainability Report 2019, pages 51; 62-64; see: https://www.constellium.com/sites/default/files/constellium_business_sustainability_report_2019.pdf. Constellium has identified the need to overcome the historical disadvantage of women as one of its priorities and has established a task force for gender diversity.</p>
9.3 Indigenous Peoples	Not Applicable	<p>This Criterion of the ASI Performance Standard does not apply to the Entity, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.</p>
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	<p>This Criterion of the ASI Performance Standard does not apply to the Entity, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.</p>
9.5 Cultural and sacred heritage	Not Applicable	<p>There are no indigenous people present in the area, neither are there any land, sacred or cultural heritage sites within the Entity's Area of Influence. Industrial site located in Central Europe is active since more than 100 years.</p>

CRITERION	RATING	COMMENT
9.6a Resettlements (avoid or minimise)	Not Applicable	There are no indigenous people present in the area. The industrial site is active since more than 100 years.
9.6b Resettlements (where unavoidable)	Not Applicable	There are no indigenous people present in the area. The industrial site is active since more than 100 years.
9.7a Local Communities (rights and interests)	Conformance	The interviews during the assessment confirmed that the Entity respects the legal and customary rights and interests of Local Communities.
9.7b Local Communities (impacts)	Not Applicable	The Entity's Human Rights Due Diligence confirmed that there are no issues with Local Communities and therefore there is no need for action.
9.7c Local Communities (livelihoods)	Not Applicable	The Constellium group urges each of its sites to engage with Local Communities. See their Business and Sustainability Performance Report 2019 on p. 46, accessible via the following link: https://www.constellium.com/sites/default/files/constellium_business_sustainability_report_2019.pdf .
9.8 Conflict-Affected and High-Risk Areas	Conformance	During the assessment, there were no indications observed that the Entity would contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas. The Constellium group publicly discloses the group's exposure to conflict affected sourcing through the Responsible Minerals Initiative - Conflict Minerals Reporting Template (RMI-CMRT) document. This document and Constellium's answer to the Securities and Exchange Commission (SEC) regarding the Dodd-Frank Act are available on Constellium's website at: https://www.constellium.com/sustainability/downloads/disclosure-and-certifications .
9.9 Security practice	Conformance	The sites do not employ armed security forces. During the Entity's Human Rights risk assessment, no specific risks related to security practices were identified. Worker interviews confirmed that there were no known Human Rights violations caused by the security service.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (Freedom of Association)	Conformance	The Entity respects the rights of workers to unite freely in the unions, seek representation and join the works council without interference. A freely elected worker representation is in place. Document reviews and interviews confirmed that the Entity's management has adopted an open attitude towards employee representatives.
10.1b Freedom of Association and Right	Conformance	The Entity does respect the right of Collective Bargaining. It adheres to the industry wide Collective Bargaining Agreement (CBA) and there are also CBAs on site level. All own blue collar

CRITERION	RATING	COMMENT
to Collective Bargaining (Collective Bargaining)		workers are covered by the regulations of the CBA. Freedom of Association is stated in the Human Rights Policy (but not explicitly the right of Collective Bargaining. Rationale: the Policy has global coverage, in certain countries, the right of Collective Bargaining is limited).
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	This Criterion of the ASI Performance Standard is not applicable to the Entity, as the right to Freedom of Association and Collective Bargaining is not restricted in the country where the Entity operates/is located/seated.
10.2a Child Labour (minimum age)	Conformance	The Entity does neither use, nor support the use of Child Labour and does not engage in, or support, hazardous Child Labour. Young workers are employed for educational purpose only. If at all, work with hazardous substances happens only under supervision and as part of vocational education.
10.2b Child Labour (hazardous)	Conformance	As confirmed by the on-site tour and by interviews, young workers are employed for educational purpose only. If at all, work with hazardous substances happens only under supervision and as part of vocational education.
10.2c Child Labour (worst forms)	Conformance	As confirmed by site tour, document review and worker interviews, the Entity does neither use nor support, the use of Child Labour and does not engage in, nor support worst forms of Child Labour.
10.3a Forced Labour (Human trafficking)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not engage in, nor support, Human trafficking either directly or through any employment or recruitment agencies, as confirmed by interviews and document review.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not require any form of deposit, recruitment fee or equipment in advance from workers either directly or through employment or recruitment agencies, as confirmed by interviews and document review.
10.3c Forced Labour (Migrant Workers)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not require workers to lodge deposits or security payments at any time, as confirmed by interviews and document review.
10.3d Forced Labour (Debt Bondage)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not hold workers in Debt Bondage or force them to work in order to pay off a debt, as confirmed by interviews and document review.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity does neither engage in nor support, the use of Forced Labour. The Entity does not unreasonably restrict the freedom of movement of workers in the workplace, as confirmed by

CRITERION	RATING	COMMENT
		interviews and document review. The Entity does not provide on-site housing.
10.3f Forced Labour (retention of identity papers, permits, Certificates)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not retain original copies of workers' identity papers, work permits, travel documents or training certificates, as confirmed by interviews and document review. Applicants must present an ID, but only a copy will be filed.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity does neither engage in, nor support, the use of Forced Labour. The Entity does not deny workers the freedom to terminate their employment at any time without penalty, given notice of reasonable length (3-6 months, depending on the length of service), as confirmed by interviews and document review.
10.4 Non-Discrimination	Conformance	As confirmed by interviews and document review, the Entity does ensure equal opportunities and does not engage in or support discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any worker on the basis of gender, race, national or social origin, religion, disability, political affiliation, sexual orientation, marital status, family responsibilities, age, or any other condition that could give rise to discrimination. Constellium has identified the need to overcome the historical disadvantage of women as one of its priorities and has established a task force for gender diversity. Employees received diversity and anti-discrimination training.
10.5 Communication and engagement	Conformance	As confirmed by interviews and document review, the Entity does ensure open communication and direct engagement with workers and their representatives regarding working conditions and resolution of workplace and compensation issues, without threat of reprisal, intimidation or harassment.
10.6 Disciplinary practices	Conformance	As confirmed by interviews and document review, the Entity does neither engage in nor tolerate, the use of corporal punishment, mental or physical coercion, harassment, and gender-based violence including sexual harassment, or verbal abuse of workers.
10.7a Remuneration (living wage)	Conformance	The Entity does respect the rights of workers to a living wage and ensures that wages paid for a normal working week meet or exceed the industry Standard, as confirmed by document review and worker interviews. Working time, payment and leave are negotiated in collective bargaining agreements. The wages paid are substantially above the legal minimum. They are in line or above the industry Standard.

CRITERION	RATING	COMMENT
10.7b Remuneration (method of payment)	Conformance	The Entity's wage payments are timely, in legal tender and fully documented, as have been verified by document review and interviews during the assessment.
10.8 Working Time	Conformance	The Entity does comply with Applicable Law and industry Standards on Working Time, public holidays and paid annual leave. Working Time is part of the Collective Bargaining Agreements and part of each employment contract. Clocking-in System is in place. Records are on hand.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (Policy)	Conformance	The Entity has an Occupational Health and Safety Policy and Management System Certified OHSAS 18001:2007 by an accredited Certification body. The open Minor Non-Conformances have been documented and are being corrected.
11.1b Occupational Health and Safety (OH&S) Policy (Workers and Visitors)	Conformance	The Entity has an Occupational Health and Safety Policy and Management System Certified OHSAS 18001:2007 by an accredited Certification body. The open Minor Non-Conformances have been documented and are being corrected.
11.1c Occupational Health and Safety (OH&S) Policy (Applicable Law and Standards)	Conformance	The Entity has an Occupational Health and Safety Policy and Management System Certified OHSAS 18001:2007 by an accredited Certification body. The open Minor Non-Conformances have been documented and are being corrected.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has an Occupational Health and Safety Policy and Management System Certified OHSAS 18001:2007 by an accredited Certification body. The open Minor Non-Conformances have been documented and are being corrected.
11.2 OH&S Management System	Conformance	The Entity has an Occupational Health and Safety Policy and Management System Certified OHSAS 18001:2007 by an accredited Certification body. Any identified Non-Conformances are being actioned by the Entity.
11.3 Employee engagement on health and safety	Conformance	The Entity has an Occupational Health and Safety Management System Certified OHSAS 18001:2007 by an accredited Certification body. The Entity provides Workers with various mechanisms to discuss and participate in the resolution of Occupational Health and Safety issues with the top management.
11.4 OH&S performance	Conformance	The Entity has an Occupational Health and Safety Management System Certified OHSAS 18001:2007 by an accredited Certification body. The Entity evaluates its OHS performance through various lagging and leading indicators.

Document Control and Version History

Revision	Date	Notes
0	22 October 2020	Issued (Initial Certification)