



## ANTI SLAVERY POLICY

OCTOBER 2019

# INTRODUCTION AND PRINCIPLES

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Modern slavery is a crime and a violation of fundamental human rights.

Mersen has a policy of zero-tolerance to modern slavery in its organization, its supply chain and any other form of business relationship.

This policy applies to all persons working for or on behalf of the Group, in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representatives.

The Group will only do business with organizations that fully comply with this policy or are taking verifiable actions towards compliance.

Modern slavery can take various forms, such as:

- Slavery by exercising powers of ownership over a person,
- Servitude with the obligation to provide services imposed by using coercion,
- Forced and compulsory labor where work or services are exacted from a person under the menace of penalty and for which the person has not offered themselves voluntarily;
- Human trafficking by arranging or facilitating the travel of another person with a view to their exploitation.





# MERSEN PROCEDURE

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Mersen cannot tolerate modern slavery in any form.

To implement our vision and fulfill our purpose, the Group adheres to a set of shared values and internationally recognized standards such as the United Nations Global Compact.

To prevent modern slavery and human trafficking in our facilities and supply chain, our policies include:

- **Code of Ethics:** The code describes the behavior of Mersen as a global company and its expectations regarding the actions of its employees and their interactions with customers and suppliers. A specific page on the Mersen website describes the main commitments of the Group.

<https://www.mersen.com/group/ethics>

- **Whistleblowing Procedure:** Employees and Mersen partners can report any practices breaching the code of ethics, without fear of reprisal. An e-mail address is available to report any concerns: [ethics@mersen.com](mailto:ethics@mersen.com)

- **Purchasing Charter for a Sustainable Supply Chain:**  
“Mersen suppliers and subcontractors respect the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and the international law on human rights and combat all forms of modern slavery”.

All suppliers must comply with Mersen’s Purchasing Charter.

### **Compliance with this Policy**

Mersen employees and partners are required to comply with this policy. Everyone working for Mersen is responsible for preventing, detecting and reporting any instances of modern slavery. If anyone becomes aware of or suspects that modern slavery is taking place, he or she must immediately notify the appropriate persons using the whistleblowing procedure referred to above.

This applies regardless of whether the suspected slavery involves Mersen or one of its third-party suppliers. The Group encourages the utmost transparency and will support anyone who raises concerns in good faith.

With this in mind, we need to pay particularly close attention to our supply chain, especially in certain areas such as:

- Outsourced activities (cleaning, waste management, etc.);
- Short-term hire of low skilled labor;
- Sourcing of raw materials from certain regions of the world.

### **Communication and Awareness**

This policy is available in several languages on the Mersen Intranet. It is also distributed to all suppliers, contractors and business partners together with the purchasing charter from the outset of our business relationship with them, and reflected in contractual arrangements with suppliers.

### **Breaches of this Policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Any relationship with other individuals and organizations working on our behalf may be terminated if they breach this policy.

**THE EXECUTIVE COMMITTEE**

