



**Aluminium  
Dunkerque**



# VSME REPORT

**2025**

Prepared in accordance with the voluntary sustainability reporting standard for small and medium-sized enterprises (VSME), published by the European Commission on July 30, 2025.





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# B1 – Basis of preparation

## Core module or core module + extended module

The company has selected Option B.







The inventory is based on the core module and the extended module of the voluntary standard for SMEs.

The following optional information is not disclosed:

- Self-employed workers and temporary workers in section C5 – General information on the workforce.

## Individual or consolidated statement

The statement is prepared on a consolidated basis, i.e. at the level of the group French Aluminium Dunkerque Industries France, the parent company that owns Aluminium Dunkerque.

 <b>Legal form</b> <b>Simplified joint-stock company (SAS)</b>	 <b>Total assets (in euros)</b> <b>€ 821,332,300</b>	 <b>NACE sector code</b> <b>NACE C - 24.42</b> <b>Aluminium production</b>
 <b>Revenue (in euros)</b> <b>€ 891,417,120</b>	 <b>Country of establishment</b> <b>France</b>	 <b>Nombre de salariés et intérimaires en équivalent temps plein à fin décembre 2025</b> <b>878.70</b>

## Sustainability certifications or label

### ASI Performance Standard certifications:

The Aluminium Stewardship Initiative (ASI) is an international organisation that certifies responsible aluminium production across the entire value chain (environmental practices, respect for human and social rights, and ethical governance). Since 2020 and 2021, Aluminium Dunkerque has been certified under the "Performance Standard" and "Chain of Custody" standards.

These certifications are essential in the aluminium market. They recognise companies committed to a sustainable development approach both internally and with their raw material suppliers. These labels demonstrate our commitment to environmental and social topics such as biodiversity, waste management, emissions reduction, ethics, and respect for human rights.

### ISO certifications:

Aluminium Dunkerque is certified to ISO 14001 (environment), ISO 50001 (energy), and ISO 9001-IATF (quality management), with no major non-conformities.



## Addresses and geolocations of significant assets and facilities owned, leased, or controlled

Location	Year 2025				
	Address	Postal Code	Town	Country	GPS Location of site
Registered office	Route de la Ferme Raevel	59279	Loon-Plage	France	Latitude : 51.000592 Longitude : 2.168529
Secondary establishment	11 Rue Jean Mermoz	75008	Paris	France	Latitude : 48.870918 Longitude : 2.31157

# C1 – Business model and sustainability-related initiatives

Aluminium Dunkerque specialises in the production of slabs and ingots in a wide range of alloys for high value-added applications, particularly in the automotive, transport, and packaging sectors.

As a major player in primary aluminium production, the site located in Loon-Plage in northern France, established in 1991, is at the heart of a region strongly committed to the decarbonisation of its industries and to reindustrialisation.

As one of the global leaders in low-carbon production, Aluminium has reduced its Scope 1 and 2 emissions by 17% since 2013 and emits four times less greenhouse gases than the global industry average.

Building on these strengths, the company aims to play a major role in European low-carbon aluminium production in service of its customers and communities. It is accelerating its energy and environmental transition through an ambitious decarbonisation project called LowCAL (Low Carbon Aluminium).

Its main objective is to reduce CO<sub>2</sub> emissions and water consumption by 30% by 2030, mainly through carbon capture technology (CCUS) and new business models (recycling and flexibility)



By 2050, its ambition is to increase production through the breakthrough technology of inert anodes, contributing to a resilient and sovereign society while reducing emissions by 70%.

## The plant comprises four main areas:

- 01 CARBON** production of anodes.
- 02 ELECTROLYSIS** where primary aluminium is produced.
- 03 CASTING** production of slabs and ingots.
- 04 MAINTENANCE** responsible for site utilities maintenance and operations.



## B2 & C2- Actions, policies and initiatives for the transition towards a more sustainable economy

Areas of interest	 <b>Pollution</b>	 <b>Circular economy</b>
The company has a concrete policy/initiative in this area	✓ Yes	✓ Yes
Is the policy/initiative publicly available?	✓ Yes	✓ Yes
Does the policy/action include targets or future initiatives?	✓ Yes	✓ Yes
<b>Brief description of existing practices/policies/actions</b>	<p>The C4Capture project at Aluminium Dunkerque aims to test CO<sub>2</sub> capture directly at the industrial site in order to significantly reduce emissions linked to aluminium production.</p> <p>It is being developed by an industrial consortium comprising:</p> <p>Aluminium Dunkerque, Fives, Trimet, and Rio Tinto.</p>	<p>Furnace 8 is a new recycling facility at Aluminium Dunkerque that enables aluminium production with lower energy consumption and reduced CO<sub>2</sub> emissions, while incorporating aluminium scrap into the production process.</p>
<b>Brief description of future initiatives/objectives</b>	<p>Target reduction:</p> <p>Expected impacts:</p> <ul style="list-style-type: none"> <li>• Up to ~250,000 tonnes of CO<sub>2</sub> per year at the site.</li> <li>• Contribution to an overall reduction of approximately 30% in emissions by 2030.</li> </ul>	<p>The project is part of the company's LowCAL low-carbon strategy.</p> <p>Expected impacts:</p> <ul style="list-style-type: none"> <li>• -25,000 tonnes of CO<sub>2</sub> per year</li> <li>• -96 GWh of energy consumption per year</li> <li>• Approximately -10 % CO<sub>2</sub> emissions per tonne produced</li> </ul>
<b>Indicate the highest level of the organisation responsible for implementation</b>	Guillaume De Goÿs, President, through the LowCAL decarbonisation strategy	Guillaume De Goÿs, President, through the LowCAL decarbonisation strategy

In addition, see section C3 on CO<sub>2</sub> emission reduction targets and decarbonisation-related actions.

## B3 – Energy consumption



**Total energy consumption (electricity + natural gas)**  
**4,191,858 MWh**

including:

**95,2** decarbonized share (%)

**27,0** renewable share (%)

	Renewable energy consumption	Non-renewable energy consumption	Total consommation d'énergie (MWh)
<b>Electricity</b>	-	<b>3,988,852</b>	<b>3,988,852</b>
<b>Gaz naturel</b>	-	<b>248,179.50</b>	<b>248,179.50</b>



**CO<sub>2</sub> emissions**

Greenhouse gas (GHG) emissions	Year 2025
Scope 1 CO <sub>2</sub> emissions	506,598 tCO <sub>2</sub>
Scope 2 CO <sub>2</sub> emissions <sup>1</sup>	207,021.44 tCO <sub>2</sub>
<b>Total CO<sub>2</sub> emissions from Scope 1 and 2</b>	<b>713,619.44 tCO<sub>2</sub></b>

The Scope 3 perimeter is currently undergoing methodological improvement work aimed at strengthening the quality, completeness, and reliability of the data. We have therefore prioritised the detailed and accurate disclosure of our direct emissions (Scope 1) and energy-related indirect emissions (Scope 2), for which the methodologies and data are mature. We remain fully committed to expanding this reporting and are ready to disclose Scope 3 in future reporting cycles, once the methodological work has been consolidated.

Regarding Scope 1, achieving our reduction pathway partly relies on the implementation of the CCS project, a key contributor to our ambition. We are fully committed to meeting the project implementation timeline, while noting that it also depends on decisions by other stakeholders over which our actions have limited influence.



**CO<sub>2</sub> emissions / € of revenue**  
**800 gCO<sub>2</sub><sup>1</sup>**

<sup>1</sup>: The calculation of Scope 2 emissions is based on a location-based factor.

## C3 – CO2 emission reduction targets

CO <sub>2</sub> emission reduction targets	Base year: 2019	Target year: 2031	Reduction percentage from the base year
Scope 1 CO <sub>2</sub> emissions	519,031 tCO <sub>2</sub>	235,384 tCO <sub>2</sub>	-55 %
Scope 1 CO <sub>2</sub> emissions <sup>1</sup>	238,320 tCO <sub>2</sub>	202,572 tCO <sub>2</sub>	-15%
<b>Total CO<sub>2</sub> emissions from Scope 1 and Scope 2</b>	<b>757,351 tCO<sub>2</sub></b>	<b>437,956 tCO<sub>2</sub></b>	<b>-42%</b>



### Main measures implemented by Aluminium Dunkerque to achieve CO2 emission reduction targets

PHASES	OBJECTIFS	ACTIONS
<b>1</b> Improvement and recycling (2022–2026)	Optimization of existing industrial processes	<ul style="list-style-type: none"> <li>Improved energy efficiency</li> <li>Increased aluminium recycling</li> <li>Investments in new industrial equipment</li> </ul>
<b>2</b> Carbon capture (2026-2030)	Emission reductions through technology	<ul style="list-style-type: none"> <li>Development of the C4Capture project with industrial partners to capture CO<sub>2</sub> from industrial flue gases generated by the electrolysis process.</li> </ul>
<b>3</b> Technological transformation (after 2035)	Integration of new carbon-free electrolysis technologies	<ul style="list-style-type: none"> <li>Development and use of inert anodes in electrolysis pots.</li> </ul>

**2025 is a pivotal year for the LowCAL strategy**, with the implementation of its prototype aimed at validating the feasibility of carbon capture technology for smelters, the commissioning of Furnace 8 for recycling, and the securing of low-carbon electricity supply.

Additional energy efficiency initiatives are planned, such as optimising gas consumption in anode baking furnaces and preventing the anode effect through improved control of the alumina feeding system. Finally, the site will begin installing photovoltaic panels with a potential output of up to 3 MW.

Aluminium Dunkerque's roadmap is focused on three phases:

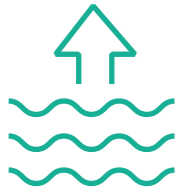
- energy efficiency,
- electrification and integration of renewable energy,
- and carbon capture for residual emissions.

Recycling is a key element **maximising circularity and reducing the need for primary aluminium production**. This strategy is aligned with Net Zero objectives and significantly reduces GHG emissions across all operations.



## C4 – Climate risks

### Description of climate-related risks and/or climate transition risks



- **Coastal flooding (marine submersion):**

Sea level rise could gradually increase the exposure of port infrastructure during the second half of the century, although the elevation of the site provides strong natural protection. This risk remains unlikely and long-term, and is subject to active monitoring through studies conducted by port authorities and planned adaptation measures..

- **Flooding (river floods, rising groundwater levels, and surface runoff) :**

More frequent heavy rainfall could affect buildings, electrical systems, and water quality. Existing drainage and protection measures reduce vulnerability, and further improvements are planned as part of resilience initiatives.



- **Heatwaves (heatwaves and extreme temperatures):**

By the middle of the century, rising temperatures could affect a limited number of sensitive equipment items, such as compressors and certain electrolysis components, as well as working conditions. Targeted improvements in cooling systems and operational flexibility are already part of the resilience plan.



- **Water stress:**

Gradual changes in water availability and quality may impact process stability and cooling systems. Ongoing projects aim to reduce water consumption and ensure reliable sources in order to mitigate this risk.



### Exposure and vulnerability of Aluminium Dunkerque to the listed risks based on assets, activities, and the value chain

Aluminium Dunkerque has assessed the exposure and sensitivity of its assets, operations, and value chain to climate-related and climate transition risks using the OCARA methodology. This involved mapping critical processes (on-site and upstream/downstream), analysing climate projections under RCP 4.5 and RCP 8.5 scenarios, and evaluating the sensitivity and potential impact of risks such as extreme heat, flooding, water stress, and coastal inundation. Existing adaptation measures were reviewed, and gaps were identified to support the LowCAL decarbonisation roadmap and a forthcoming adaptation plan, ensuring resilience of both direct operations and key dependencies.

### Time horizon at which climate-related risks and climate transition risks are expected to have a negative impact on Aluminium Dunkerque

Climate trends are expected to evolve gradually over the coming decades. By 2035, a moderate increase in heatwaves and localized flooding may require minor operational adjustments. By around 2055, higher temperatures and more frequent heavy rainfall could require strengthened resilience measures. Beyond 2070, sea level rise scenarios indicate the need for continuous monitoring of port infrastructure, although the site's current elevation provides strong protection. These projections are based on widely recognised climate scenarios and serve as the basis for proactive adaptation strategies aimed at ensuring long-term continuity.

In 2025, Aluminium Dunkerque's actions focus on deepening risk knowledge, establishing dialogue with stakeholders regarding these risks—particularly infrastructure operators, public authorities, and neighbouring industrial players—and prioritising the actions to be implemented on site.



## B4 – Water, air, and soil pollution

POLLUTANT	AIR EMISSIONS (KG)	WATER EMISSIONS (KG)
Fluorides (total F)		2,736.51
Polycyclic aromatic hydrocarbons (PAHs)		0.10
Zinc and compounds (Zn)		53.46
Nickel and compounds (Ni)		29.18
Cadmium and compounds (Cd)		2.70
Chromium and compounds (Cr)		2.70
Total cyanides (CN)		2.70
Copper and compounds (Cu)		2.70
Lead and compounds (Pb)		5.40
Organohalogen compounds (AOX)		5.68
Benzo(g,h,i)perylene		0.02
Nonylphenol and nonylphenol ethoxylates (NP/NPE)		0.01
Particulate matter (PM)	241,429.23	
Sulfur oxides (SOx / SO <sub>2</sub> )	4,441,221.26	
Polycyclic aromatic hydrocarbons (PAHs)	80.86	
Fluorides (total F)	142,284.48	
Hydrogen fluoride (HF)	91,851.56	
Nitrogen oxides (NOx / NO <sub>2</sub> )	145,336.20	
Arsenic and compounds (As)	0.46	
Chromium and compounds (Cr)	6.67	
Copper and compounds (Cu)	9.48	
Nickel and compounds (Ni)	10.36	
Zinc and compounds (Zn)	164.61	
Organotin compounds (Sn total)	0.83	
Perfluorocarbons (PFCs)	1,371.00	
Sulfur hexafluoride (SF <sub>6</sub> )	22.68	
Carbon dioxide (CO <sub>2</sub> )	497,290,711.63	

We have no information to disclose regarding soil pollution.

## B5 – Biodiversity

Location	Area in hectares	Biodiversity-sensitive area	Specification: near or within a biodiversity-sensitive area
France – Loon Plage	62	No	Yes

Land use type *	Area (hectares)
Total land use	32
Nature-oriented general site area	30
<b>Total nature-oriented area outside the construction zone</b>	<b>62</b>

\*Le site de Paris n'est pas significatif pour cet indicateur

## B6 – Water related to the industrial process



Total water withdrawn across all sites  
211,909.00 m<sup>3</sup>

Water withdrawn from water-scarce areas (high water stress)  
211,909.00 m<sup>3</sup>

Water discharged from production processes  
42,382.00 m<sup>3</sup>

Total water consumption  
169,527.00 m<sup>3</sup>

## B7 – Resource consumption, circular economy and waste management

### Raw material consumption 2025

MATERIAL	TONNES/YEAR
Alumina	562,048
Coke	111,500
Pitch	21,964
Aluminium fluoride (AlF <sub>3</sub> )	4,248
Magnesium – Alloy additives	2,679.871
Manganese (80% Mn + 20% Al) – Alloy additives	1,062.35
Silicon grade 553 (Q12 Life ref for plates) – Alloy additives	1,049.968
Silicon grade 3301 (Q16 for ingots) – Alloy additives	3,326.969
Silicon grade 1401/1502 or low iron (ingots only) – Alloy additives	430
Copper – Alloy additives	308.75
Iron (95% Fe and 5% Al) – Alloy additives	926.25
Titanium (80% Ti + 20% Al) – Alloy additives	127.68
Chromium (80% Cr + 20% Al) – Alloy additives	41
Refiners (Al + Ti 5% + B 1%)	276.205
Refiners (Al + Ti 3% + B 1%)	32.603
Strontium	95.762
Rod refiners (AlCa 6%)	13.675
AT5B rod	8
Calcium carbonate	193.2

Aluminium Dunkerque applies circular economy principles.



Description of how Aluminium Dunkerque applies the principles of the circular economy

We primarily apply the following two principles: **eliminating waste and pollution, and keeping products and materials in circulation.**

In 2025, we produced **20,511.26 tonnes of industrial waste**. Of this, **17,718.98 tonnes were recovered**, including nearly **14,000 tonnes that were recycled** outside the plant by specialised companies. We sent **2,792.28 tonnes** to a technical landfill site.

Over the past year, we have been recycling aluminium waste from an external foundry into our own production process (1,500 tonnes were recycled in our production in 2025).



## Waste generated in 2025

WASTE CODE AND CATEGORY	CATEGORY	WASTE DESCRIPTION	UNIT Metric tonnes (t)		
			RECYCLED OR REUSED WASTE (T)	DISPOSED WASTE (T)	TOTAL QUANTITY TREATED (T)
01 03 07	Hazardous	Other wastes containing hazardous substances from physical and chemical processing of metal ores	0	50.33	50.33
02 02 03	Non-hazardous	Food waste	0	21.03	21.03
05 01 08	Hazardous	Coal tar pitch (drum)	0.231	0	0.231
08 01 11	Hazardous	Paint waste	1.557	0	1.557
08 03 17	Hazardous	Printer cartridges	0.092	0	0.092
08 04 09	Hazardous	Non-chlorinated paste waste	0.418	0	0.418
10 03 04	Hazardous	Residues from grinding/de-ironing bath	0	172.26	172.26
10 03 15	Hazardous	Inflammable slags or slags emitting dangerous quantities of flammable gases on contact with water	5,010.39	0	5,010.39
10 03 17	Hazardous	Virgin anode paste waste	16.44	0	16.44
10 03 21	Hazardous	Other particles and dust (including ball mill dust) containing hazardous substances	23.74	1127.59	1151.33
10 03 23	Hazardous	Filter bags and sleeves	0	24.38	24.38
10 03 28	Non-hazardous	Waste from cooling water treatment other than those mentioned in 10 03 27	37.18	42.79	79.97
10 03 99	Non-hazardous	Alumina balls with aluminum	0	25.26	25.26
10 09 03	Non-hazardous	Blast furnace slag	0	212.38	212.38
10 09 08	Non-hazardous	Sand filter media	82.98	0	82.98
10 09 99	Non-hazardous	Waste not otherwise specified	354.14	0	354.14
10 10 09	Hazardous	Smelting furnace flue gas treatment residues	0	31.14	31.14
11 01 98	Hazardous	PC bases	0	0.123	0.123
12 01 03	Non-hazardous	Non-ferrous metal filings and turnings	1,657.24	0	1,657.24

WASTE CODE AND CATEGORY	CATEGORY	WASTE DESCRIPTION	UNIT Metric tonnes (t)		
			RECYCLED OR REUSED WASTE (T)	DISPOSED WASTE (T)	TOTAL QUANTITY TREATED (T)
12 01 12	Hazardous	Foundry grease	15.512	0	15.512
12 01 16	Hazardous	Cast iron shot blasting residues	0	54.05	54.05
12 01 17	Non-hazardous	Blasting sand	0	17.12	17.12
12 03 01	Non-hazardous	Contaminated water	29.7	51.84	81.54
13 01 10	Non-hazardous	Hydraulic oil	10.1	0	10.1
13 01 13	Non-hazardous	Recycled oils	24.18	0	24.18
13 02 08	Hazardous	Engine oil	1.234	0	1.234
13 05 07	Hazardous	Hydrocarbon-contaminated water	10	0	10
14 06 02	Hazardous	Chlorinated solvents	0.033	0	0.033
14 06 03	Hazardous	Non-chlorinated solvents	0.573	0	0.573
15 01 01	Non-hazardous	Paper and cardboard	34.63	0	34.63
15 01 03	Non-hazardous	Wooden packaging	295.18	0.58	295.76
15 01 10	Hazardous	Contaminated packaging	45.239	0	45.239
15 02 02	Hazardous	Contaminated maintenance waste	56.85	0	56.85
16 01 14	Hazardous	Cooling liquids in bulk containers (GRV)	6.626	0	6.626
16 03 03	Hazardous	Mineral bases	0	0.167	0.167
16 05 04	Hazardous	Aerosols – SF6	1.515	0.059	1.574
16 05 06	Hazardous	Special laboratory products	0	0.118	0.118
16 05 07	Hazardous	Phosphoric acid	0	1.227	1.227
16 05 08	Hazardous	Non-chlorinated solvents	0.304	0	0.304
16 06 01	Hazardous	Used lead batteries	0.982	0	0.982
16 11 01	Hazardous	Carbon-based coatings and refractories from metallurgical processes containing hazardous substances	2,838.25	539.15	3,377.4

WASTE CODE AND CATEGORY	CATEGORY	WASTE DESCRIPTION	UNIT Metric tonnes (t)		
			RECYCLED OR REUSED WASTE (T)	DISPOSED WASTE (T)	TOTAL QUANTITY TREATED (T)
16 11 03	Hazardous	Other coatings and refractories from metallurgical processes containing hazardous substances	354.14	0	354.14
16 11 04	Hazardous	Refractory jointing concrete	305.72	29.83	335.55
16 11 06	Non-hazardous	Refractories from non-metallurgical processes other than those mentioned in 16 11 05	2,077.36	0	2,077.36
17 04 05	Non-hazardous	Iron and steel	1,957.73	0	1,957.73
17 05 04	Non-hazardous	Rubble	321.24	0	321.24
17 06 03	Hazardous	Contaminated materials and insulating joints	0	35.94	35.94
18 01 03	Hazardous	Medical care and healthcare waste	0.244	0	0.244
19 08 02	Non-hazardous	Waste from sanitary water treatment	7.56	0	7.56
13 01 10	Non-hazardous	Sand	0	53.42	53.42
20 01 33	Non-hazardous	Alkaline batteries	0.286	0	0.286
20 01 35	Hazardous	Waste electrical and electronic equipment	2.479	0	2.479
20 03 01	Non-hazardous	Mixed municipal waste	156.56	0	156.56



**Total hazardous waste generated**  
**13,156.88**

**Total non-hazardous waste generated**  
**7,354.38**

**Total waste generated (by mass)**  
**20,511.26**

## B8 – Core workforce: general characteristics

Contract type	Number of employees (full-time equivalent as of 31/12/2025)
Temporary employment	94.00
Permanent employment	784.70
<b>Total number of employees</b>	<b>878.70</b>

Gender	Number of employees (full-time equivalent as of 31/12/2025)
Male	763.60
Female	115.10
<b>Total number of employees</b>	<b>878.70</b>

Country	Number of employees (full-time equivalent as of 31/12/2025)
France	878.70
<b>Total number of employees</b>	<b>878.70</b>



**Employee turnover rate**  
**7.64%**



## B9 – Core workforce: health and safety



- Number of recorded workplace accidents in 2025: **54.00**
- Workplace accident rate in 2025 (frequency rate): **6.15**
- TF1\* direct employees + temporary workers 31/12/2025 : **9.17 vs 4 (2025 Target)**
- TF2\*\* direct employees + temporary workers: **26.59**
- TG : **0.39**
- Number of fatal accidents (direct employees and temporary workers): **0**
- Number of medical treatments (direct employees and temporary workers):

breakdown	LTA***	NLTA****	First aid cases	Lost working days
Aluminium Dunkerque	7	17	28	462
Temporary workers	3	2	2	-
External contractors	5	7	19	-

\*TF1: Frequency rate calculated as follows:  
 $(\text{Number of lost-time accidents} / \text{Number of hours worked}) \times 1,000,000$

\*\*TF2: Frequency rate calculated as follows:  
 $(\text{Number of reported accidents} / \text{Number of hours worked}) \times 1,000,000$

\*\*\*LTA : Lost Time Accident

\*\*\*\*NLTA : No Lost Time Accident



### Cases of recognised occupational diseases

- Number of cases received from the French Social Security (CPAM) in 2025: **2**
- Case status : The cases are currently under review and have not yet been recognized.
- Monitoring: Each case is subject to strict follow-up in accordance with our occupational health and safety policy.
- Objective: To ensure appropriate support for affected employees and strengthen preventive measures to avoid the occurrence of new occupational diseases.



### Inclusion and diversity

- Employees with recognized disability status (RQTH)**
- Number of employees with official disability recognition (RQTH) in 2025: **38**
  - Suivi et accompagnement : The company ensures the integration and continued employment of the employees concerned by adapting job roles and working conditions to their needs.
  - Objective : To promote inclusion, equal opportunities, and well-being at work for all.

## B10 – Core workforce – remuneration, collective agreements and training

### Minimum wage information

At Aluminium Dunkerque, all employees receive a salary at least equal to the minimum wage.

Yes



### Average number of training hours per employee

Year 2025

Men	33.70
Women	25.30

Gender pay gap  
**-11.43%**

Percentage of employees covered by a collective bargaining agreement  
**100.00%**

## C5- General additional information on the workforce



Gender balance in management  
**0.58**

## C6 – Human rights policies and procedures

Aluminium Dunkerque has a general code of conduct, an anti-corruption code of conduct, internal regulations applicable to its own employees, and a responsible purchasing charter for its suppliers and service providers.

Our human rights policies for our own workforce cover the following areas:	
Child labour	✓ Yes
Forced labour	✓ Yes
Human trafficking	✗ Coverd by French law
Discrimination	✓ Yes
Health and safety / accident prevention	✓ Yes
Other	✓ Anti-corruption Anti-money laundering (AML) Prevention of conflicts of interest

Aluminium Dunkerque's Ethics Committee is responsible for reporting and handling internal and external alerts. A dedicated tool and procedure are in place; **these ensure compliance with legal processing deadlines, as well as anonymity and confidentiality requirements**

## C7 – Severe human rights incidents – own workforce

Have any negative incidents been confirmed among Aluminium Dunkerque employees related to the following aspects:	
Child labour	✗ No
Forced labour	✗ No
Human trafficking	✗ No
Discrimination	✗ No
Health and safety / accident prevention	✗ No
Other	✗ No

## B11 – Business conduct: number of convictions and fines related to corruption

	Number of convictions and fines
Corruption and bribery	0

## C8 – Governance – Exclusion from EU reference benchmarks

Is Aluminium Dunkerque excluded from EU Paris-aligned benchmark indices

▶ NO ✗

## C9 – Gender balance within the governance body



Diversity ratio within governance bodies.  
**0.40**



**Aluminium Dunkerque**  
Route de la ferme Raëvel  
59279 Loon-Plage

**[ALUMINIUMDUNKERQUE.FR](http://ALUMINIUMDUNKERQUE.FR)**