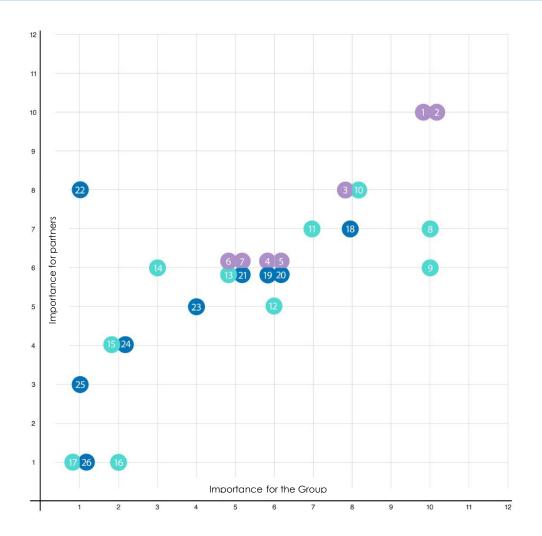
## Materiality matrix of the CNIM Group's non-financial risks



## SOCIAL

- 1 Hiring and compensation
- 2 Occupational health and safety
- 3 Training policies implemented
- 4 Industrial relations: organization and assessment of collective agreements
- 5 Health and safety Certification procedures
- 6 Organization of working time
- 7 Equal treatment: anti-discrimination policy

## **ENVIRONMENTAL**

- 8 Energy consumption and efficiency
- 9 Recycling and recovery of waste
- 10 GHGs and GHG reduction
- 11 Prevention, reduction of releases to air, water and land
- 12 Environmental risk prevention Certification procedures
- 13 Water consumption
- 14 Adapting to the consequences of climate change
- 15 Protection of biodiversity
- 16 Consumption of raw materials
- 17 Land use

## LABOUR RELATED

- 18 Actions taken to prevent corruption
- 19 Taking social and environmental issues into account in the purchasing policy
- 20 Impact on riparian populations
- 21 Involvement in civil society and local development
- 22 Consumer health and safety
- 23 Human rights
- 24 Respect for human rights in the supply chain
- 25 Partnership or sponsorship
- 26 Combating food waste