



## JOINT DECLARATION

# A future-proof solution for the Aleris locations worldwide

We, the (elected) employee representatives at the Aleris locations in Duffel (Belgium), Koblenz (Germany), Lewisport (US) and Voerde (Germany), met for joint consultations in Lewisport on November 14 and 15, 2019.

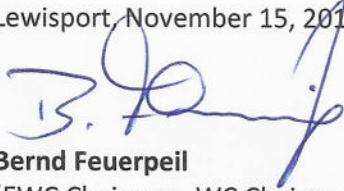
Our goal is to find a viable, future-proof solution for all Aleris locations and their employees. Irrespective of the concrete shape the planned acquisition will take and the way the locations will be integrated into the corporate structures of potential owners, we declare:

1. Aleris employee representatives cooperate internationally. We are firmly convinced that there can only be a viable perspective for the employees in Belgium, Germany and the US if we defend the common standards together. Jobs, working conditions and social standards must not be negotiable in the acquisition process. The employees must not be harmed by the acquisition.
2. As the elected employee representatives, we expect that management and a potential owner provide us, in a timely manner, with all the information that is important for the employees and that enables us to actively help to shape the process. In our view, a viable, future-proof solution for the Aleris locations can only be found if we, as employee representatives, get a seat at the table during the discussions about the acquisition.
3. In addition, we urge the management and the future owner to issue a Declaration of Intent clearly expressing that neither the achieved collective bargaining agreements, plant-level agreements and working standards nor employee co-determination must be infringed upon. We are firmly convinced that good working conditions and co-determination are the indispensable foundation for finding a future-proof solution for the Aleris locations.

If a new owner, the management, the employees and we as the international representative of the employees' interests act in concert, the success and future of our international locations will be secured.

Therefore, we are available at any time to discuss initiatives for the locations in Belgium, Germany and the US and to support the acquisition in a positive manner. We therefore hope that management and the new owner will work with us.

Lewisport, November 15, 2019



**Bernd Feuerpeil**  
(EWC Chairman, WC Chairman Aleris Koblenz, IG Metall)



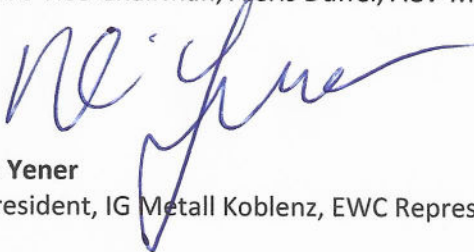
**Chris Geary**  
(President, USW Local 9443-01, Aleris Lewisport)



**Johann Mazur**  
(EWC Member, WC Chairman Aleris Voerde, IG Metall)



**Yvo Rens**  
(EWC Vice-Chairman, Aleris Duffel, ACV-METEA)



**Ali Yener**  
(President, IG Metall Koblenz, EWC Representative Aleris)