

## RULINGS BY THE LENS LABOR COURT IN CONNECTION WITH 82 CLAIMS FOR DAMAGES FOR PREJUDICE OF ANXIETY

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**Suresnes, October 17, 2016:** Recylex SA (Euronext Paris: FR0000120388 - RX) duly notes the rulings handed down on October 14, 2016 by the Lens Labor Court (Industry section) in connection with the claims for damages for prejudice of anxiety lodged by 82 former employees of Metaleurop Nord SAS, represented by the CGT union.

These proceedings are related to the inclusion of Metaleurop Nord's Noyelles-Godault plant to the list of facilities eligible for the early retirement allocation for asbestos workers ("ACAATA") for the period from January 1<sup>st</sup>, 1962 until December 31, 1989 further to a ruling of July 21, 2015 of the Douai Administrative Appeal Court.

Recylex SA is challenging the inclusion on this list and to this end has lodged an appeal before the *Conseil d'Etat* against this ruling of the Douai administrative appeal court and an application to repeal the interministerial order of March 2<sup>nd</sup>, 2016 adding it to the list pursuant to this ruling. However, on June 27, 2016, the *Conseil d'Etat* gave right to Recylex SA by overturning the ruling of July 21, 2015. The case has been sent back to the Douai administrative court, with different judges, which has to rule again on both the admissibility and merits of the request aiming at including the site to the list.

Without waiting for the outcome of these still pending administrative proceedings and despite having been informed of the overturning decision of the *Conseil d'Etat*, the Lens Labor Court (Industry section), solely in respect of the claims for damages brought by the 82 former employees of Metaleurop Nord SAS represented by the CGT union, ordered Recylex SA to pay them an amount between €3,000 and €24,000 as damages and €500 pursuant to Article 700 of the French Civil Procedure Code, that is a total amount of €999,500.

Recylex SA is very surprised by these rulings whilst the administrative courts have not yet rendered a final decision on the request aiming at including the site on the list of facilities eligible for the ACAATA. Recylex SA intends to appeal against these decisions, which will suspend their enforcement.

The claims for damages brought by 292 other former non-managerial employees of Metaleurop Nord SAS will be examined at the hearing of the Lens Labour Court scheduled for February 7, 2017.

In addition, the Lens Labor Court rulings (Management section) concerning the claims for damages lodged by 22 former managerial employees of Metaleurop Nord SAS represented by the CGT union, is scheduled for October 18, 2016.

A document summarizing the developments in legal proceedings concerning Recylex SA and Metaleurop Nord SAS can be found on the Recylex Group's website ([www.recylex.fr](http://www.recylex.fr) – News – [Legal proceedings schedule](#)).

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*With operations in France, Germany and Belgium, Recylex is a European group specialized in lead and plastics recycling (mainly from automotive and industrial batteries), zinc recycling (from electric arc furnace dust and zinc scrap) and the production of special metals, primarily for the electronics industry.*

*A key player in the circular economy with long-standing expertise in urban waste recovery, the Group has close to 680 employees in Europe and generated consolidated sales of €385 million in 2015.*

*For more information about Recylex Group: [www.recylex.fr](http://www.recylex.fr) and on twitter: [@Recylex](#)*

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