



**MINUTES
BOARD OF DIRECTORS MEETING
INTERNATIONAL CADMIUM ASSOCIATION
Thursday, September 11, 2008 – 1500 Hours (3 PM) Brussels Time**

1. CALL TO ORDER

This Board meeting has been called in order to discuss recent proposals by the Ad-Hoc Committee, requested by the Board to develop strategic planning and initiate actions to preclude the development of serious restrictions on the access of cadmium products to the market, particularly in the European Union, but also on a global basis as well. The aim of the discussions was to develop proposals for approval by the ICdA General Assembly of Members at their upcoming meeting on October 16, 2008 in London. Those participating in the conference call were as follows:

REPRESENTATIVE

Graham White, ICdA Chairman
Emil Josendal
Mark Booth(for Colin Graham)
Patrick de Metz

MEMBER COMPANY

Considar Metal Marketing, Inc.
New Boliden
Rockwood Pigments (UK) Limited
SAFT

STAFF

Stephen Wilkinson
Frank Van Assche (Part Time)
Noomi Lombaert
Christian Canoo
Hugh Morrow

ORGANIZATION

International Zinc Association
International Zinc Association
International Cadmium Association
International Cadmium Association
International Cadmium Association

2. MEETING AGENDA AND STATEMENT OF COMPLIANCE

The complete presentation of all materials presented during the Board meeting is attached to these Minutes. The agenda circulated before the meeting is shown as Slide 2. The General Manager, Christian Canoo, then read and reviewed the Statement of Compliance for the conduction of the Association's meetings under Belgian law. This Statement of Compliance is shown on Slide 3.

3. ADMINISTRATIVE UPDATE

General Manager, Christian Canoo, reviewed the current staffing situation at the International Cadmium Association. This information is shown on Slide 4. He continued to serve part time as the General Manager of the Association while Hugh Morrow continued to work part time as a Senior Consultant to cover North American and International cadmium issues. Dr. Noomi Lombaert joined the International Zinc Association and International Cadmium Association teams on September 1, 2008 as a toxicologist Environmental Health & Safety Assistant Manager. She will work on a part-time (33%) basis for ICdA and its programs while working on the Cadmium REACH Consortium programs as well.

4. STRATEGIC PLANNING FOR INTERNATIONAL CADMIUM ASSOCIATION

Patrick de Metz of SAFT, coordinating the ICdA Ad-Hoc Committee, restated his earlier presentation regarding the need for the International Cadmium Association to move beyond its current role of simply monitoring regulations and their implementation in order to keep its credibility strong and to leverage that credibility to affect how our industry will be regulated in the future. His presentation is shown in Slides 5 through 9 (attached). He noted that ICdA made a commitment at the 2007 General Assembly of Members which was reaffirmed at a June 9th Board of Directors Conference Call to implement the Eurometaux / ICdA Cadmium Guidance Document and to set up a Health & Safety Committee to exchange best practices information. Patrick de Metz feels that it is very important for ICdA to carry out those commitments to establish our industry's credibility in the EU and then to leverage that credibility to affect regulatory outcomes.

Patrick de Metz, Anne Dekker, Colin Graham, Emil Josendal and Eric Nottez (on behalf of SNAM) had previously agreed to serve on that Ad-Hoc Committee to establish the programs, parameters, actions, options, resources and personnel necessary to carry out this program. The Committee agreed to report to the Board of Directors at its next meeting, originally scheduled for August 12th but subsequently deferred until September 11th. This meeting was held, on a website basis, to discuss the ideas and proposals developed by the Ad-Hoc Committee in the period between June 9th and September 11th. These proposals and some of the comments from the Ad-Hoc Committee are summarized in Slides 6-9.

Mr. de Metz first noted that the General Assembly must agree on extending the ICdA's goals to be more proactive in ensuring that cadmium regulations are based on sound science, and must play a coordinating and central role in implementing the Eurometaux Cadmium Guidance Document. The Committee also reaffirmed the need to formally establish the Health & Safety Committee, and to generate a more user-friendly version of the Guidance Document. Another important program would be to evaluate the gathering of occupational exposure and biological monitoring data by an independent, central Data Trustee to demonstrate industry's commitment to the principles of the Guidance Document. This latter program needs to be further analyzed from a risk + cost v. benefit perspective. Once such an analysis is finalised, the conclusions will need to be presented to the Board for approval. Whilst an option would be to grant to the coordinator of the Health & Safety Committee the task to conduct such an analysis, no discussion was conducted as to who would conduct this analysis nor was a deadline set to get this done, present the conclusions and start implementing it.

P. deMetz also pointed out the specific actions which he and the Committee believed would be necessary to leverage these programs to the industry's advantage. It would be necessary to communicate to both the Scientific Committee on Occupational Exposure Limits (SCOEL) and to EU Member States the proper actions necessary to protect workers, as defined by the Guidance Document, and to demonstrate through the Data Trustee information bank that

industry is protecting its workers. It may also be necessary to communicate to the REACH national competent authorities and possibly the EU-Commission, information on the conclusions of the Cadmium Risk Assessment and the additional Risk Reduction Strategy steps decided by the Commission, the Council and the European Parliament. The work with REACH is needed to preclude the listing of cadmium and cadmium compounds in Annex XIV. Already some non-governmental organizations and environmental groups are calling for immediate restrictions on several cadmium compounds under REACH.

Thus, Patrick de Metz, on behalf of the Ad-Hoc Committee, envisioned three main tasks for ICdA, for which he was seeking approval at the upcoming General Assembly of Members on October 16th. These tasks include formally establishing the Health & Safety Committee and a person to oversee its activities, development of a user friendly version of the Guidance Document which may be conducted internally or externally (depending on costs), and a public relations program to carry the ICdA messages to EU authorities, Member States, and REACH authorities.

Steve Wilkinson asked for complete cost estimates for each of the above projects. While staff and ICdA member representative time estimates were presented for some of these tasks (see Slides 7 and 9), others were not. Patrick de Metz had discussed some of the cost implications with Christian Canoo, who felt that they could be accommodated within the existing ICdA budget. After further discussion, Mr. de Metz agreed, on behalf of the Ad-Hoc Committee, to develop more formal proposals, complete with time and funding requirements, and to submit these to General Manager Christian Canoo who will then incorporate these proposals into the program and budget proposals for 2009 to be discussed and approved at the October 16th General Assembly of Members in London.

5. NEXT MEETING OF THE INTERNATIONAL CADMIUM ASSOCIATION

The Chairman announced that the next General Assembly of Members of the International Cadmium Association would be held on Thursday, October 16, 2008 in London, UK during London Metals Exchange (LME) Week. The meeting will be held at the Royal Aeronautical Society, 4 Hamilton Place, London W1J 7BQ UK, beginning at 1:00 PM (1300 hours).

6. ADJOURNMENT

With no further business before the meeting, Chairman Graham White adjourned the meeting at 16:32 Hours (4:32 PM) Brussels Time.

Respectfully Submitted,

Hugh Morrow
Secretary, Pro-Tempore

Approved,

Graham White
Chairman



ICdA Conference Call

11 September 2008, 3 pm

<https://www1.gotomeeting.com/join/855262090>

For audio, dial +32 2 600 81 89, no access code

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Agenda

- Introduction & reminder of the Competition law compliance
- Strategic planning: has ICdA to move beyond the monitoring of Regulation implementation ? (Patrick de Metz)
 - ✓ Keep credibility strong
 - ✓ Leverage strong credibility
- Other business
- Next Meeting Date

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STATEMENT OF COMPLIANCE

- The purpose of the meeting is to address, under the applicable confidentiality rules, issues concerning Cadmium and Cadmium compounds producers and importers and more particularly their obligations under the several regulations.
- The minutes kept during the meeting will have to reflect all significant matters discussed during the meeting.
- No discussions will be held, formally or informally, during specified meeting times or otherwise, involving, directly or indirectly, express or implicit agreements or understandings related to: (a) any company's price; (b) any company's terms or conditions of sale; (c) any company's production or sales levels; (d) any company's wages or salaries; (e) the division or allocation of customers or geographic markets; or (f) customer or suppliers boycotts; or (g) any disclosure of information which may affect applicable rules on Competition Law.
- The International Cadmium Association (ICdA), as a group will make no recommendations of any kind and will not try to reach any agreements or understandings with respect to an individual company's prices, terms or conditions of sale, production or sales levels, wages, salaries, customers or suppliers.

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Administrative update

- **Staff**: Beside Hugh Morrow (p.t.) and Christian Canoo (p.t.), **Noömi Lombaert** joined the IZA/ICdA-team on September 1, as toxicologist EHS Assistant Manager. She will work on a part-time basis (33%) for ICdA and its programs.

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Ad-Hoc Board Sub-Ctee on “proactivating” ICdA: CONTEXT

- Excerpts from June 9th 2008 Board minutes:
 - PdM made a presentation regarding the need for ICdA to move beyond the current role of monitoring and implementing regulations...
 - ... noted that the Cd industry in Europe pledged to implement the Eurométaux Guidance document...
 - ... noted ICdA made a commitment to set up a H&S Ctee to exchange...
 - ... also pointed out that actions have already been adopted at the November 2007 GA but that the H&S Ctee had not met recently and these proposals have not really moved forward
 - ...to establish our industry's credibility and to leverage that credibility to affect regulatory outcome
 - PdM proposals are:
 - ✓ to confirm the Board of directors previous support,
 - ✓ to create a sub-ctee to make a proposal for detailed actions
 - ✓ to secure ressources
 - PdM, Anne Dekker, Colin Graham, Emil Josendal, Eric Nottez agreed to serve on the sub-Ctee to establish the programs, parameters, actions, options, ressources and personnel necessary... This sub-Ctee will report to the Board of Directors at the next Conference Call

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Ad-Hoc Board Sub-Ctee on “proactivating” ICdA: GOALS

- STEP ONE: Securing Agreement on extending the goals:
- **ICdA needs to be more proactive than today** in ensuring that regulations on Cd are being generated on the basis of good science. In order to achieve this, there is an agreement that ICdA:
 - Must have a proactive role in reminding regulators of the good science that is out there and
 - ICdA must present the industry efforts to implement the practical conclusions of scientific findings.
 - Furthermore, all support the fact that ICdA should be the facilitator and play a coordinating role in implementing the Guidance document
- Unanimous response on goal (AD, ER, HM):
 - “Agree, we need to be able to demonstrate our ongoing commitment and actions – not just respond reactively when someone checks up upon us”
 - “The Association must deliver action plans to ensure the fate of Cd industry is regulated on the basis of sound science and reasoning... maybe we should also add the word proactively”
 - “We need to be able to demonstrate our ongoing commitment and make visible our achievements”
 - “I agree wholeheartedly that we must take pre-emptive action before we become victims of yet another “Loney Tunes” Nordic/EU Proposal”
 - “I thoroughly agree with your first point that ICdA should deliver action plans to ensure that the cadmium industry remains regulated on the basis of good science and not Swedish superstition”

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Ad-Hoc Board Sub-Ctee on "proactivating" ICdA: FOUNDATION STEPS

- Implementing the Guidance document
 - Start an effective H&S Ctee (first meeting in Q4 2008) to cover why, how, do's and don'ts
 - Generate a more user-friendly Guidance
 - Ressource:
 - ✓ H&S Ctee: 10-15 d/y, (4d to get the ball rolling in 2008) - see profile
 - ✓ User friendly guidance: 15-20 days over 2008 and 2009 (goal: finalized 6/2009)
- Evaluate monitoring/communication tool: Data Trustee
 - Assess what and how we could establish a Data Trustee
 - Exact goal, content, by whom (part of H&S Ctee 1 and 2)
 - Ressource:
 - ✓ 5 days including conversation with Pb industry
 - ✓ Profile: tbd
 - Depending on decision and content:
 - ✓ identify structure, ressource, tools to operate and
 - ✓ start implementation

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Ad-Hoc Board Sub-Ctee on "proactivating" ICdA: ACTIONS

- Communicate to SCOEL and national authorities on industry actions to protect workers:
 - Define content and generate message
 - MS delivery through adequate ICdA member (+ ICdA coordinator?)
 - EU (Scoel + COM) delivery through ICdA with board assistance
- Communicate to REACH National Competent Authorities and ECHA about "no need to list Cd + compounds on Annex XIV":
 - Define content and generate message (need to stress worker protection AND point source releases)
 - Evaluate current situation relative to such point source releases (default values still applicable?)
 - MS delivery through adequate ICdA member (+ ICdA coordinator?)
 - EU delivery (ECHA + COM) through ICdA with board assistance

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Ad-Hoc Board Sub-Ctee on proactivating ICdA: PROFILES

- **H&S Ctee Coordinator [ready]:**
 - 10-15 d/y, several years
 - Industrial H&S experience + relationship with regulators
 - Good understanding of bio-markers
 - Ability to manage implementation process
 - ✓ Strong congruence with goal
 - ✓ Ability to accept differing points of views
 - ✓ Ability to build workable consensus
- **User Friendly Guidance developer [needs to be discussed]:**
 - One time: 15 to 20 days
 - Similar to above, but:
 - Less hands on H&S experience needed
 - Better (written) communication skills
- **ICdA coordinator: development and delivery of messages to EU authorities+national (as needed) [To be given more thought]:**
 - Strong oral + written communication skills
 - Enjoys creating and maintaining relationship/credibility over mid-term
 - Could it be shared across several board members OR should it be a central position?
 - Needs to be discussed further

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