

<p>Issue By: Total Quality Management</p> <p>Document Code: QA/QMS/D1- 03</p>	<p>Environmental, Social and Governance (ESG) Policy</p> <p>السياسة البيئية والاجتماعية والحوكمة</p>	
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Environmental, Social and Governance (ESG) Policy.

The Aluminium Company of Egypt (Egyptalum) is an Egyptian governmental owned business and responsible management is firmly anchored in our company policy.

The Aluminum Company of Egypt (Egyptalum) , sustainability is a core value of our company self-image.

One of the goals of the Egyptalum is to continuously increase the sustainability of aluminium products through making aluminium more sustainable and efficient, as a raw material for products, and to open it up for use in new fields of application. This means using sustainable production processes, but also guaranteeing occupational health and safety, commitment to charitable causes, and promoting local procurement and long-term relationships with our staff, customers and suppliers.

Since the company was established in 1972, we have committed to the circular economy and recycling processes and can count ourselves among the pioneers of the middle east aluminium industry.

ESG Governance:

Egyptalum Sustainability Committee oversees our policies and operational controls for environmental, health, safety, and social risks, and is led by the Chairman of our Board of Directors and with our Sustainability Officer serving as Rapporteur and our Chief Operating managers as members. The Committee meets regularly (Twice a year) to set goals, budgets, and implementation timelines and monitor progress and result and continuous improvement suggestions.

In terms of governance, we are committed to promoting transparent, ethical business practices and ensuring effective corporate governance.

We have set up internal monitoring systems to ensure that we comply with all relevant laws and regulations and meet our obligations to our staff, customers and the community.

In terms of the environment, we are committed to promoting sustainable production processes and ensuring the protection of the environment. We rely on renewable energy sources and are constantly working to minimize our energy and resource consumption. We also strive to reduce waste and emissions through recycling, reuse and technical improvement.

In terms of social issues, we are committed to promoting fair and safe working conditions and looking after our employees 'welfare. We are committed to an open and respectful workplace which

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promotes gender equality and diversity at work. We also support the communities where we operate, and take part in social initiatives and projects.

ESG Commitment:

Egyptalum strive to sustainable, equitable, healthy, and diverse through exemplary environmental, social and governance (ESG) performance.

Egyptalum are committed to developing, documenting and implementing a management system for quality, safety, occupational health and the environment in accordance with the requirements of international standards:

- ISO 9001/2015
- ISO14001/2015
- ISO26000:2010
- ISO 45001:2018,
- ISO 37001:2021
- ISO 50001: 2018

In accordance with local and international laws and legislation with continuing development and improvement to achieve our ultimate goals of raising the efficiency of the human element and maximizing its use to drive progress in the aluminium industrial field and provide the greatest added value to advance the wheel of development through the following:

- 1- That product quality, customer satisfaction, and maintaining worker safety be the motto of all workers in the factory, through publishing the policy and making it known to everyone.
- 2- Keeping pace with technological and technical development in our field of work and working to achieve the factory’s goals within the time period set for each of the goals.
- 3- Providing the necessary resources by selecting the best human resources and providing the infrastructure and all resources to achieve high-quality products that comply with the requirements of permissible and available laws and legislation.
- 4- Conformity with laws and legislation related to product quality, occupational safety and health, and the environment, as well as product specifications.
- 5- Focus on taking the necessary measures for worker safety, continuous development, and raising the level of personnel and human cadres through continuous training and development.
- 6- Taking the necessary measures to preserve the surrounding environment and prevent any pollution that could occur as a result of any activity occurring within the facility or any external operations related to the facility and having an impact on the environment.

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Egyptalum policy for child workers:

We are committed not to employ children under the legal age permitted by the Labor Law, the Human Rights Convention, and the International Labor Organization, through the following:

- 1- These children must be subject to the laws of Egyptian compulsory education.
- 2- The company is interested in publishing the conditions of social standards to suppliers by warning not to employ children and not to send them with any orders to the factory because it is considered a danger to their physical and mental health.
- 3- The company supports underprivileged schools financially, morally, and with in-kind donations, empowering children to stay in school until adulthood.

The company's policy regarding working hours:

We are committed to implementing the working hours law Allowed in the Labor Law and the Human Rights Agreement Organization, through the following:

1. The company adheres to applicable laws and standards (locally and internationally)..
2. All company employees get a day off Rest after six consecutive working days.
3. The worker gets 2 additional hours, this is due to the worker's desire not to exceed 60 hours per week, including basic working hours.
4. The worker gets an hour of rest, it is paid hour.

The company's policy regarding disciplinary practices:

We are committed to disciplinary practices according to permits in the Labor Law and its agreement human rights and the International Labor Organization through the following: -

- 1- The company deals with all individuals in a way that preserves their dignity and respect.
- 2- The company will not be involved in using any means of physical or mental punishment.
- 3- The company will not allow any transactions cruel or inhuman.
- 4- No salary deduction for any disciplinary measures.

The company's policy regarding forced labor and social specifications:

We commit to prevent the forced and compulsory employment in relation to social specifications clauses in accordance with the Labor Law, the Human Rights Convention, and the International Labor Organization, through the following:

- 1-The company will not support the use of forced labor in accordance with the definition contained in the International Labor Organization agreement 29, and the factory must not require any

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individual to deposit deposits or place any papers to achieve identity with the company when the employment contract began to be implemented.

- 2-The company will not withhold any part of the individuals `salaries, benefits, or properties to force them to continue to
- 3- Any worker has the right to leave the company after the end of the normal workday, and they are free to rescind their contracts, provided that acceptable notice is given to the factory owner.
- 4-The company will not support or be involved in human trafficking in any way.

The company's policy for Social:

- 1- The company aims a non-discrimination among all workers with any way, whether it is based on religion, gender, nationality, or color.
- 2- All the workers have the same rights.
- 3- The company extremely prevent compulsion and abuse among managers and workers and among workers and themselves.
- 4- The company `s management gives so much attention and care to any compline which related to any violation and provide the proper protection to the compliance.
- 5- The company `s management Obligate to deal effectively with the Physical or Psychological violations and punish whoever the violator and give a double punishment in case of repeat or if he/she an authorized person.
- 6- All of the worker has to help the management to execute this policy accurately. Whoever has any complain or suggestion present it to The Workers representative.

The company's policy for Anti bribery and Anti-corruption:

- 1- The Company developed mechanisms to anti bribery and anti-corruption in all activities of the company by the participation of workers in all social events and develop a spirit of belonging among employees of the company
- 2- Gives suitable wages cover the life`s requirements of the company's employees and implement the periodic reviews it.
- 3- The Company implement restrictions to prevent bribery and corruption like prohibition their employees to accept gifts from any customer or any individual relationship with the company, whether near or far.
- 4- The company issue system characterized by clarity and transparency that explained the responsibilities and authorities of each employee.

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The policy of freedom of expression, the right to collective bargaining and Trade unions:

The company draws up an employment contract that is negotiated between the employer or the workers, and all workers have the right to participate in labor organizations as follows:

- 1- All workers in the company have the right to form labor unions and join them if they wish to negotiate collectively on their behalf with the company.
- 2- The company notifies all workers that they are free to join any organization of their choice and that this will not lead to negative consequences or to the company taking revenge on them, and the company will not interfere in any way in the formation and work of workers' organizations or social negotiation.
- 3- The company allows the election of someone to represent them before senior management or someone they choose to negotiate with management on any matter.
- 4- The company will not expose the workers' representative or any individual participating in organizing the workers to discrimination, harassment, intimidation, or retaliation because of their membership in a union or participation in union activities. The company also guarantees that the representatives of these unions can communicate with their members at the work sites.

The company's Environmental policy:

The company is committed to implementing Environmental Law No. 4 of 1994, Law No. 9 of 2009, and the resolution and executive regulations supplementing it.

The company follows advanced policies and methods that preserve the environment, and this is done through:

- 1- Safe disposal of solid, liquid and hazardous waste.
- 2- Treating domestic wastewater and checking their quality with periodic measurements.
- 3- Commitment to conducting environmental measurements (at least twice a year) and creating the "environmental record"
- 4- Obligating suppliers to provide technical bulletins for chemicals to identify the environmental effects of these materials and ways to deal with them safely and to adhere to the company's environmental policy.
- 5- Choose environmentally friendly materials with the least carbon footprint.
- 6- Reducing waste generation.
- 7- Reducing the consumption of water, energy, raw materials, and any other material that has a severe impact on the environment.
- 8- Conduct awareness courses for workers to preserve the environment.

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Employee complaints and suggestions policy:

- 1- It shall be known to all employees at all levels and categories that the door of the director's office is open at any time to receive any individual who has a complaint, suggestion, or desire to study and discuss it, and the complaints and suggestions box is posted in the company.
- 2- The complaint or proposal will be dealt with, studied and verified to benefit from the proposal and determine the possibility of application or to remove the causes of the complaint and resolve it.

The Company's health and safety policy:

- 1- Take all reasonably practicable steps to safeguard the health, safety and welfare of all personnel on the premises.
- 2- Provide adequate working conditions with proper facilities to safeguard the health and safety of personnel and to ensure that any work which is undertaken produces no unnecessary risk to health or safety.
- 3- Encourage persons on the premises to co-operate with the Organization in all safety matter, in the identification of hazards which may exist and in the reporting of any condition which may appear dangerous or unsatisfactory.
- 4- Ensure the provision and maintenance of plant, equipment and systems of work that are safe.
- 5- Maintain safe arrangements for the use, handling, storage and transport of articles and substances.
- 6- Provide sufficient information, instruction, training and supervision to enable everyone to avoid hazards and contribute to their own safety and health.
- 7- Provide specific information, instruction, training and supervision to personnel who have particular health and safety responsibilities (eg a person appointed as a Health and Safety Officer or Representative).
- 8- Make, as reasonably practicable, safe arrangements for protection against any risk to health and safety of the general public or other persons that may arise for the Groups/Organization's activities.
- 9- Make suitable and sufficient assessment of the risks to the health and safety of employees and of persons not in the employment of the Groups/Organization arising out of or in connection with the Groups/Organization's activities.
- 10- Make specific assessment of risks in respect of new or expectant mothers.

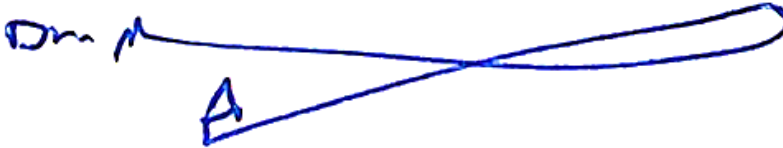
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11-Provide information to other employers of any risks to which those employer's workers on the Groups/Organization's premises may be exposed.

Suppliers and Contractors notifying policy:

- 1- Full commitment to Egypt Aluminum Company's policy towards the environment, sustainable development, social life, safety and health.
- 2- Disclosing our policies to all suppliers and contractors.



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