



Aludium Diversity and Inclusion Policy

This policy shows Aludium's commitment to diversity, equity, and inclusion (DEI), as well as provides guidelines on how to promote diversity and combat discrimination.

Our commitment to DEI is part of our code of conduct, and therefore integral to our rules that must be observed by all those who work at ALUDIUM and play a key role in our company's success and growth. By embracing diversity, we cultivate an environment where creativity and innovation thrive, allowing us to achieve our business goals while making a positive impact on society. This policy is part of our Ethical Conduct stated in our Aludium Code of Conduct.

Introduction

At Aludium, we are committed to building and maintaining a diverse and inclusive workplace that respects and values the unique contributions of every individual. We believe that diversity in perspectives, backgrounds, and experiences enriches our company culture and enhances our ability to innovate and serve our customers.

Objective

The objective of this policy is to outline our dedication to diversity, equity, and inclusion (DEI) and to provide guidelines for promoting a workplace that is free from discrimination, harassment, and bias. We are committed to fostering an environment where all employees, regardless of their race, ethnicity, gender, age, sexual orientation, disability, religion, or any other characteristic, are treated with fairness, respect, and dignity.

Guiding Principles

Our diversity and inclusion policy is guided by the following principles:

- Respect for all individuals, valuing their unique qualities and contributions.
- Equal opportunities for professional growth and development for every employee.



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- Cultivating an inclusive environment that embraces diversity in all aspects of our business operations.
- Zero-tolerance for discrimination, harassment, and any form of bias.

Training and Awareness

We will provide regular diversity and inclusion training for all employees to raise awareness, build empathy, and ensure everyone understands their role in fostering an inclusive workplace at Aludium.

Commitments to

- Recruitment and Hiring: We are committed to attracting a diverse talent pool and providing equal opportunities during the recruitment and hiring process. Our hiring decisions will be based on qualifications, skills, and experience, ensuring that we create a workforce that represents different perspectives and backgrounds.
- Employee Development and Promotion: We will provide all employees with equal access to training, mentorship, and development opportunities. Promotions within the company will be based on merit, and we will actively work to eliminate barriers that hinder the progress of underrepresented groups.
- Inclusive Workplace Culture: We will create and maintain an inclusive workplace culture where every employee feels safe, respected, and valued. Discrimination, harassment, or any form of bias will not be tolerated, and any complaints will be promptly and thoroughly investigated.
- Community Engagement: We will actively participate in community initiatives and organizations that promote diversity, equity, and inclusion, supporting efforts to create a more inclusive society.

Reporting and Accountability

Employees, or external individuals, who believe that this policy is not being adhered to or have concerns about discrimination or harassment are encouraged to report their concerns through



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established channels within Aludium. In case of any act against our Diversity & Inclusion, please use the following link: <https://aludium.com/en/aludium-information-channel/>.

All reports received will be treated confidentially, and appropriate actions will be taken to address the issues raised.

Review and Continuous Improvement

This policy will be periodically reviewed to ensure its effectiveness and relevance. We welcome feedback from employees, customers, and stakeholders to continuously improve our diversity and inclusion efforts.

Compliance

Non-compliance with this policy may result in disciplinary action for those who do not comply with the content of this policy.

Applicable law

Country law governs this diversity, equity, and inclusion policy.

Aludium Sustainability Committee