



# Aluminium Bahrain B.S.C. (Alba) **Occupational Safety, Health and Environment (SHE) Policy**

Date: 22 July 2022

Aluminium Bahrain B.S.C. (Alba) Executives and Senior Management are committed to continually improve the Safety, Health and Environment (SHE) in and around Alba's governing territories as well as towards its stakeholders. Alba will work with its stakeholders to comply with all SHE standards and procedures all the while aim towards eliminating harm to people and the environment. Alba has established its SHE performance as a Key Performance Area in its overall strategy to achieve its targets. Accordingly, Alba Management will:

1. Comply with all relevant obligations, SHE commitments, internal standards, local laws and regulations and other requirements including international conventions and benchmarks essential to Alba's operations and stakeholders' environmental and social wellbeing.
2. Commit to the protection and improvement of the health and wellbeing of employees, contractors' workers and other stakeholders by: providing the necessary resources, safe plants, systems, equipment, substances; equipping them with the necessary knowledge, skills and competency for understanding the risks/hazards and safe practices associated with their duties; and upholding the authority to stop and report any unsafe work.
3. Sustain a legitimate framework for SHE objectives, promoting risk mitigation, performing best practices, resources' conservation, pollution prevention, waste management, water conservation and management, enriching the ecology and biodiversity, advocating renewable energy, reduction of Greenhouse Gas (GHG) emissions and achieving carbon neutrality and Net-Zero by 2060 .
4. Identify, assess and control the SHE and social risks associated with Alba's business by following the appropriate hierarchy of control and effective mitigation action plans.
5. Maintain comprehensive, integrated SHE management systems that promote regular performance review, due diligence, continual improvement and promotes positive SHE culture.
6. Strengthen and encourage valued consultation and participation with our employees and stakeholders in matters related to workplace SHE.
7. Utilize state-of-the-art technology to improve the SHE performance to support decision-making mechanism and assess the implications of the decision-making in promoting sustainability and continual improvement.
8. Protect the organization human capital and assets from any internal and external security threats by applying the best integrated security management measures.
9. Perform a regular review of this Policy as needed to meet any prevailing audit outcomes and make this Policy publicly available.



**Ali Al-Baqali**  
Chief Executive Officer

