



Aluminium
for the world

STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

As one of the largest aluminium smelters in the world, Aluminium Bahrain B.S.C. ('Alba') recognises that it has a responsibility to address and mitigate the risk of Modern Slavery and Human Trafficking throughout its operations and across its supply chain. This statement sets out Alba's commitment to eliminating these practices and describes the Company's actions taken in 2022 as well as the steps we intend to take in 2023 and beyond.

Alba is committed to acting ethically in all its business relationships. As part of its Social Management Policy, Sustainable Procurement Policy and 'Social Performance Requirements' (all of which are available on the Alba website), Alba has committed to not engage in or be complicit in any activity that solicits or encourages any human rights violations, including but not limited to Modern Slavery and Human Trafficking. Alba's policies are aligned with all laws and regulations of the Kingdom of Bahrain.

Alba's approach includes training, awareness campaigns and reporting systems such as grievance mechanisms (in line with the Performance Standard 1 of International Finance Corporation) that are available to stakeholders throughout the supply chain. To actively monitor and enforce the above policies, Alba conducts routine monitoring and compliance audits of its subcontractors as well as suppliers and sanctions would apply for non-compliance.

Alba recognises that elimination of modern slavery can only be achieved with long term planning and collaboration with all internal and external stakeholders. We are proud of our membership in organisations such as Aluminum Stewardship Initiative (ASI) as that not only helps to guide Alba on its path of continuous improvement in relation to human rights and social performance, but also enhances accountability through regular monitoring and audits of our performance in these areas.

Moving forward, Alba has established Social Management Team for oversight of all social performance related issues, including Human Rights, Modern Slavery and Human Trafficking. The working group is comprised of team members from core business divisions and meets regularly to continuously improve Alba's policies and procedures, as well as implement them throughout our supply chains. Further, Alba has commenced an update of its standard terms and conditions, whereby suppliers and contractors will be contractually bound to comply with Alba's Social Performance Requirements.

An update of Alba's journey towards continuous improvement in these critical areas, will be provided in subsequent Modern Slavery & Human Trafficking Statements.

A description of Alba's values, operations, products and social performance can be found on Alba's website at www.albasmelter.com and in its Sustainability Report.