

SOCIAL MANAGEMENT POLICY

Date: June 2, 2021

Aluminium Bahrain B.S.C. (Alba) understands its social and civic responsibility to the public and ensures that its corporate conduct fulfills the responsibilities to the community in which it operates by giving due consideration to the expectations of a diverse range of stakeholders. Doing so, this will enable Alba to contribute to a sustainable, social, and economic development as well as be part of the solution to issues affecting Bahrain society at large.

To fulfill Alba's social responsibility and duty of care to its employees and public, we are committed to:

1. Support UN Human Right Principle and will not engage or be complicit in any activity that solicits or encourage human rights abuse.
2. Not to engage workers and contractors' workers who are less than 18-years old.
3. Not to engage or support the use of forced or compulsory labour.
4. Provide equal opportunities in all aspects of employment and will not engage in or tolerate unlawful workplace conduct.
5. Administer personnel policies, programs, and practices in a non-discriminatory manner in all aspects of employment to include recruitment, hiring, work assignment, promotion, transfer, termination, benefits and salary administration and selection for training.
6. Acknowledge the potential influence and impacts associated with our suppliers and contractors. We, therefore, include appropriate social performance requirements as part of our contractual agreements when the contracted activity could have potentially adverse impacts and/or ability to deliver positive development opportunities.
7. Respect and support the right to freedom of association and ensure that workers and their organizations are not subjected to any discrimination in the workplace.
8. Manage disciplinary practices and preventing situations that injure a person's rights in line with Alba Code of Conduct.
9. Comply with applicable laws and industry standards on working hours.
10. Ensure that our workforce are paid wages which meet or exceed the minimum wages as per local industry standards.
11. Commit to meet internationally accepted best practices and where necessary exceed local regulatory standards.
12. Regularly monitor, audit, and review social performance compliance to ensure continuous improvement.

This policy shall be shared with Alba stakeholders.



Ali Al Baqali
Chief Executive Officer