



## CODE OF CONDUCT POLICY

### DOING THE RIGHT THING FOR OUR PEOPLE AND WORLD

the trust of our customers, suppliers and communities requires that we act in accordance with applicable standards for environmental, health and safety excellence.

Respect for human rights is a fundamental value at our organization. It is our policy not to discriminate due to race, sex, color, national origin, gender identity or any other legally protected status.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind in the workplace and in any work-related circumstance outside the workplace.

In case you are aware of any issue in correlation to our ALVANCE Aluminium Duffel site concerning:

- Environment
- Safety or fire in the plant
- ALVANCE Aluminium Duffel suppliers violation related to corruption, responsible sourcing, human rights or conflicting affected and high-risk areas;

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