

HUMAN RIGHTS POLICY



EXTRAL
ALUMINIUM

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The documents regulating the area of human rights are the Code of Ethics and the Human Rights Policy. The purpose of introducing the Policy is to indicate the standards of conduct and uniform principles of operation in an honest and transparent manner, which generate value for all EXTRAL stakeholders.

The policy is guided by the fundamental principles of the United Nations Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

The implementation and compliance with the Human Rights Policy is a manifestation of EXTRAL's due diligence in the scope of operating in accordance with applicable law, internal regulations and ethical principles.

The policy applies to all employees and associates, the management board and proxies. EXTRAL also requires the contractors to comply with the standards of behavior specified in the Policy.

EXTRAL implements the goals indicated in the Policy by:

- The absolute prohibition of forced labor, human trafficking and all forms of modern slavery,
- Prohibition of employing minors,
- Support for educational programs,
- Enabling apprenticeships and internships,
- Cooperation with reputable agencies providing services in the field of employee employment,
- Providing all employees with equal employment conditions, access to promotion and training to raise professional qualifications, regardless of age, gender, nationality, race, sexual orientation, religion, disability, trade union membership, ethnic origin, social origin, political beliefs, family situation and form of employment,
- Respect and acceptance for cultural differences,
- Exerting a positive influence on local communities,
- Awareness of the responsibility associated with being a socially responsible company,
- Having compliant with local laws, up-to-date and adequate internal regulations on the issues of wages, working hours and working conditions.

EXTRAL pays particular attention to the system of reporting violations of the Code of Ethics and Policy by ensuring:

- Communication channels allowing for safe (including anonymous) reporting of violations,
- Confidentiality of the applicant's data and the information provided,
- Protect against any form of retaliation against reporting persons.

Employees are obliged to read the content of the Policy and its absolute application.