



EXCELLER
ENSEMBLE

Social Responsibility Policy

Social responsibility is a fundamental pillar at Aluminerie Alouette, shaping our mission, strategies, commitments and behavior. It is embedded in the values promoted by the organization and its employees, influencing daily orientations, projects and actions. We prioritize equal opportunities, a sense of belonging, empowerment, respect and the harmonious individual and community development.

Deeply rooted in our environment, Aluminerie Alouette works closely with communities and is dedicated to sustainable development. Social responsibility is at the heart of our business activities, aligning with our ESG (Environment, Social and Governance) vision and strategy and related policies and procedures.

In this spirit, the company's philosophy is based on the following commitments:

- Respect and support human rights as defined in the Universal Declaration of Human Rights and other relevant international instruments.
- Tolerate any discrimination nor other violation of human rights in its operations and supply chain.
- Tolerate no form of modern slavery, such as forced labor and child labor, within its operations and supply chain, in compliance with the various Geneva Conventions on fundamental labor rights.
- Act in opposition to any practice related to modern slavery. In this regard, the company undertakes to:
 - Not engage in or support the use of forced labor;
 - Not to contribute in any way whatsoever to forced labor, either directly or through directly contracted or subcontracted placement or recruitment agencies;
 - Comply with the Canadian legislation: Fighting Against Forced Labour and Child Labour in Supply Chains Act including annual reporting.
- Comply with all applicable laws and regulations.
- Ensure a safe workplace that promotes equity, diversity, and inclusion by creating an environment where everyone feels respected and by implementing practices that ensure a safe professional environment for all.

- Collaborate respectfully with Indigenous communities and encourage their participation in the smelter's activities and operations. Deploy cultural safety tools, in particular by raising awareness of Indigenous traditions and knowledge.
- Implement transparency principles and communicate in an honest and precise manner with all stakeholders.
- Act responsibly and, when necessary, address the significant impacts of its operations on local communities and the environment.
- Contribute financially and actively to local initiatives and structure projects in various areas.

Compliance with Aluminerie Alouette's social responsibility policy and principles is a collective commitment. In this sense, all employees and partners of the company must adhere to them.

AA-PO-0001 | REVISION 02 : 2025-12-11