



ALUMAN S.A.
ALUMINIUM SLUGS MANUFACTURING

POLICY FOR
FIGHTING
VIOLENCE AND
HARASSMENT
&
POLICY FOR
PROMOTING
EQUALITY AND
FIGHTING
DISCRIMINATION.

POLICY FOR FIGHTING VIOLENCE AND HARASSMENT & POLICY FOR PROMOTING EQUALITY AND FIGHTING DISCRIMINATION.

The Company's leadership established a Policy to fight violence and harassment in the workplace with the aim of protecting the dignity and personality of its employees. The Company complies with the measures and obligations concerning the implementation of the provisions of Law 4808/2021.

The Company, through this Policy, commits to:

Adopting all necessary measures and regulations related to harassment and violence in the workplace for all employees, including those employed on a project basis, independent services, commission-based services, and those employed through third-party service providers.

Prohibiting all forms of violence and harassment that occur during work, whether related to work or arising from it, including gender-based violence and sexual harassment.

Prohibiting all forms of violence and harassment that occur a) in any workplace, including public and private spaces and spaces where the employee provides work, receives payment, takes a break, in personal hygiene and care spaces, changing rooms, or accommodations provided by the employer; b) during commuting to and from work, other travels, training, work-related events, and social activities related to work; and c) during communications related to work, including those conducted through information and communication technologies.

The Company commits to:

Receiving and following up on every report or reference related to any form of violence and harassment, demonstrating zero tolerance towards them, examining each report confidentially, respecting human dignity, ensuring and preventing any measure of non-receipt of the report, always obligated to investigate and manage these reports or references.

Ensuring channels of communication and acceptance of reports, persons in charge of receiving reports, and conducting impartial investigations in accordance with the applicable provisions, with confidentiality and full protection of personal data (victims and accused).

Ensuring the prohibition of retaliation against affected persons by recording the consequences, in accordance with the relevant legal and regulatory provisions, in each case of confirmed incidents.

Providing assistance and access to any competent public, administrative, or judicial authority during investigations of such incidents or behaviors, when requested. Additionally, cooperating and providing any relevant information to the competent authorities.

Providing employees with information related to potential risks of violence and harassment in the workplace and related preventive and protective measures, including the obligations and rights of both employees and the Company in such incidents.

Posting in the workplace the present policy, making accessible to all employees any information regarding the procedures that exist at the enterprise level for reporting and

addressing such behavior, as well as the contact details for the competent administrative and judicial authorities, in accordance with the applicable laws.

Defining a reference person on the company's side who is responsible for guiding and informing employees on the prevention and management of violence and harassment in the workplace, receiving, checking and evaluating every report and complaint.

Protecting employment and supporting employees who are victims of domestic violence, as much as possible, using every appropriate means or reasonable adjustment.

Creating a work environment that respects and upholds the dignity of every employee.

The Company is committed to:

Taking all possible and feasible measures to promote equality between men and women, ensuring equal pay for work of equal value, balanced participation in the workplace and in positions offered, compliance with labor legislation, protection of maternity and parental leave, compliance with legislation on measures to prevent and address violence and harassment, and the implementation and promotion of gender equality plans and measures.

Designating a legal representative of the Company to oversee its policy on combating violence and harassment in the workplace and promoting gender equality, who is responsible for receiving complaints and reports, investigating, monitoring, and taking preventive and punitive measures. Relevant authorities, institutions, and judicial bodies are notified of incidents.