

aluminium et cetera's Code of Conduct largely shapes the way we work. We strive to synchronize our "code" with our suppliers to find and develop sustainable partnerships. aluminium et cetera respects and adheres to internationally recognized standards for human rights, labor law, the environment, anti-corruption, and corporate governance.

#### general principles

aluminium et cetera demonstrates and promotes our commitment to responsible practices in policies, decisions, and activities. We integrate the principles in this policy into all critical processes.

#### business principles

aluminium et cetera believes in a fair, proper, and ethical approach to conducting business, and we do not tolerate any form of bribery or corruption.

## principles on human rights and social justice

aluminium et cetera believes in and acts according to treating our employees, business partners, and other stakeholders equally, with respect, and in compliance with established international legislation.

## sustainability & quality principles

aluminium et cetera will continuously improve environmental performance by focusing on greenhouse gas emissions, energy and water consumption, logistics, efficient use of raw and recycled materials, and minimizing waste and by-products.

We support the UN Global Compact and will respect internationally recognized standards for human rights, fundamental freedoms, democratic principles, and labor practices, as established in the International Bill of Human Rights and other key UN conventions on human rights, including the UN Convention on the Rights of Persons with Disabilities, the UN Declaration on the Rights of Indigenous Peoples, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the ILO's core conventions, the European Convention on Human Rights and Fundamental Freedoms, the European Social Charter, and the EU Charter of Fundamental Rights.

aluminium et cetera values open dialogue and management of sustainability and quality issues.

# responsibility for compliance

It is the management's responsibility to implement this policy and inform their employees about their rights, obligations, and responsibilities, as well as to demonstrate the content and spirit of this document. It is each employee's responsibility to comply with legislation and aluminium et cetera's policies.

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Greger Karlsson, CEO & owner, aluminium et cetera in sweden AB