

Social Responsibility of Slim Aluminium S.p.A.

Slim Aluminium S.p.A. (hereinafter **Slim**) recognizes the importance of operating responsibly, minimizing negative impacts on people, and contributing positively to the communities in which it operates.

Our guiding principles are based on international standards, including the United Nations Guiding Principles, with particular attention to human dignity and social justice. As a company operating in the aluminium sector, we adhere to and support the principles of the **Aluminium Stewardship Initiative (ASI)**, which promote social and ethical practices throughout the industry's entire value chain.

We conduct our activities with the highest integrity, honesty, and transparency, and we are guided by the following principles:

- **Zero tolerance for corruption and bribery:** prohibition of offering, promising, giving, or accepting bribes or improper advantages.
- **Fair competition:** compliance with competition laws and prohibition of anti-competitive practices.
- **Confidentiality:** protection of confidential information and intellectual property.

We respect human rights in accordance with the **Universal Declaration of Human Rights** of the United Nations, and we ensure that these principles are upheld throughout our supply chain:

- **Combating Modern Slavery:** prohibition of forced, compulsory, or bonded labor, or any form of modern slavery and human trafficking at any stage of the supply chain. Suppliers are required to identify and mitigate these risks.
- **Prohibition of Child Labor:** prohibition of employing minors, in full compliance with relevant international conventions.
- **Health and Safety:** requirement for suppliers to maintain safe and healthy working environments, with adequate accident prevention and emergency management measures.
- **Working Hours and Wages:** compliance with current labor laws and assurance that wages meet or exceed the minimum legal standards.

We promote an inclusive and discrimination-free work environment, pursuing the following values:

- **Non-discrimination and respect:** ensuring fair treatment for all, without discrimination based on race, gender, religion, sexual orientation, nationality, disability, or any other personal characteristic.
- **Equal opportunities:** commitment to ensuring that all employees have equal access to professional development and rights, promoting gender equality and inclusion at every organizational level.

Slim implements a **due diligence process** to identify, assess, mitigate, and monitor ethical and social risks within its supply chain, particularly through:

- **Supplier Assessment:** initial and periodic evaluations to ensure compliance with these principles.
- **Monitoring and Audits:** conducting compliance audits of suppliers when necessary.
- **Whistleblowing Mechanism:** use of a confidential (and, if desired, anonymous) channel allowing employees, suppliers, and other stakeholders to report in good faith any violations or concerns related to this policy.

This Policy applies to all levels of the organization — employees, the Board of Directors, and the Board of Statutory Auditors — as well as to all our business partners, who are required to adhere to social responsibility standards equivalent to or higher than those of Slim Aluminium.

Slim is committed to regularly reviewing the effectiveness of this Policy and to collaborating with all stakeholders in a spirit of partnership and continuous improvement, promoting socially responsible practices throughout the supply chain, within its operating context, and across its organization.

Managing Director

Yonghui Shi

