



POLICY HEALTH, SAFETY AND ENVIRONMENT (HSE)

It is our mission to offer Aluminium solutions to our customers by safely, efficiently and sustainably operating our integrated rolling assets. Therefore, we aim to be a leading, sustainable and a net zero carbon aluminium rolling mill, by 2050, preferred by our employees, customers and our stakeholders. We continuously improve HSE processes and management systems and define ambitious objectives in an effort to achieve zero fatal and zero serious injuries next to zero major environmental incidents.

We are committed to preventing, eliminating and reducing HSE hazards and risks for our employees, visitors and contractors. We encourage employee consultation and participation. We promote and develop employee awareness of detecting health and safety risks and opportunities. Employees and contractors shall not perform any work action or task that they consider unsafe. Aluminium Duffel incorporates HSE and security considerations in the development, manufacturing, distribution, use and disposal of its products.

All Aluminium Duffel BV employees and contractors, working on behalf of Aluminium Duffel BV, are informed upfront and therefore should be aware of this policy and are responsible for living upon its principles.




Our employees and contractors are responsible for conducting and improving our activities in accordance with safe and environment-friendly work practices and with a proper attitude toward accident, illness and pollution prevention. Pollution prevention includes the reduction, measuring and reporting of GHG emissions/decarbonisation, waste reduction, reuse and recycling, improving water quality, water consumption and air quality, efficient use of energy and by using renewable energy for specific customer segments.


Aluminium Duffel BV endeavours to provide safe equipment and tools, ergonomic workstations and appropriate personal protective equipment, standards, procedures, process analyses, and training to support employees and contractors in performing their jobs safely. To this end, we have instructions on personal protective equipment, handling of chemicals, emergency preparedness, machine safety, workplace ergonomics and fire protection to be used by our employees and contractors.

We incorporate social responsibility, environmental excellence and stakeholders' impact into our decision-making processes, such as resource management.

We are committed to comply with all HSE laws and other customer or industry- specific requirements and impose higher standards for ourselves and our suppliers where unacceptable risks are identified.

This mission is supported by our HSE policy based on our Aluminium Duffel BV **values** which are believed to be beneficial to all our stakeholders:

		
<p>Excellence & Teamwork</p> <ul style="list-style-type: none"> ✓ We are <u>passionate about consistent results.</u> ✓ We meet <u>challenges as a team, empowering others, relying on our skillful people.</u> ✓ We <u>excel in serving our customers.</u> 	<p>People & Power</p> <ul style="list-style-type: none"> ✓ Our power lies <u>with our people. We want them to be the best version of themselves.</u> ✓ Our <u>main focus is satisfaction of our clients, our employees, our neighbors and the people living on this planet.</u> ✓ Our employees' <u>safety is our number 1 priority.</u> 	<p>Change & Courage</p> <ul style="list-style-type: none"> ✓ We want to be a <u>courageous game-changer, doing things differently than one would expect.</u> ✓ We <u>encourage self reflection to foster personal growth.</u> ✓ Without ever <u>losing out of sight, why we do what we do: making things better.</u>

Signed by: 11/3/2025 | 16:41 CET

 Rafael Carbone | CEO - Managing Director
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