



ALVANCE Aluminium Duffel BV

## Policy on People

It is our mission to offer Aluminium solutions to our customers by efficiently and sustainably operating our integrated rolling assets. Therefore, by 2030, we aim to be a leading, sustainable and carbon neutral Aluminium rolling mill preferred by our customers and our people.

This mission is supported by our people policy in accordance with the Code of Conduct and the European Convention on Human Rights. Respect for human rights is a fundamental value at our organization. It is our policy not to discriminate due to race, sex, colour, national origin, gender identity or other legally protected status. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind in the workplace and in any work-related circumstance outside the workplace.

Our People Policy furthermore is based on our company values and guiding principles:

### VALUES



**Sustainability:** Our people focus is inter-generational. Current and future generations share learnings and strengthen each other. We challenge our talented workforce to unleash their full potential to come up with sustainable solutions.



**Family:** We are a Family. Trust, honesty and open feedback are the core of our culture. We take care of each other and our community.



**Change:** We are an agile organization, we encourage our people to drive change. By supporting our employees in their development and by offering continuous learning we enable them to be fit for the constantly changing environment.

### GUIDING PRINCIPLES



**Safety:** Our employees are at the core of our business and we are committed to protecting their safety and privacy. Our employees take their own safety and the safety of their co-workers very seriously.



**Customer focus:** Focus on both the internal and external customer is one of the guiding principles for all our employees.

**Geert Vannuffelen**

General Manager ALVANCE Aluminium Duffel BV

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MEMBER OF



ALVANCE is a registered trademark owned by Liberty Steel West Europe Ltd. Since June 14th our company is no longer part of the GFG Alliance and will no longer use the 'ALVANCE' name or trademark. We are in the process of adopting a new name, to be communicated shortly.