



T A L U M

Talum Group

**SUSTAINABILITY
POLICY**



The Talum Group consists of companies that manufacture top-quality aluminium products and aluminium alloys and provide a wide range of services for the aluminium industry. With advanced technologies, innovation and process digitalisation we are transforming our production toward the manufacture of carbon-neutral products, thereby reducing our own and the global impact on the environment. Our operations are focused on creating added value of products and services, while enabling our stakeholders a richer, higher quality and better life.

QUALITY

Quality is the driving force behind all our activities. We ensure the operation of quality systems, environmental management, occupational safety and health, energy management and information security and their continuous and systematic improvement. We are committed to responsible, reliable and impartial operation and consider the best professional practices.

We are able to achieve the satisfaction of our customers by offering products and services of the highest quality and by meeting their requirements and expectations.

When developing and introducing new technologies and processes, we build on the knowledge, creativity and innovation of our employees. Our guiding principle is the realisation of our non-fault strategy, our timely supply strategy and the introduction of complex aluminium products with the deployment of process digitalisation, and with circular economy.

We select reliable suppliers from whom we expect timely supplies of quality materials and services.

WORKING CONDITIONS AND HUMAN RIGHTS

Respecting Human Rights

The Talum Group treats its employees with respect and fairness, while respecting the human rights defined in the United Nations Universal Declaration of Human Rights. Equal treatment of employees is a fundamental principle of the company.

We also respect internationally recognised human rights by following the standards of the United Nations and the International Labour Organization (ILO). We care about the rights of indigenous people, groups in vulnerable and marginalized situations (e.g. children, women, persons with disabilities, migrants, minorities, refugees and other vulnerable groups) and local communities.

We respect our employees' right to privacy and obligation to protect privacy. Personal data on employees is kept safely in accordance with the applicable legislation and internal acts.

Equal Opportunities and Treatment of Employees

All employees have the right and obligation to be fair, just, open and respectful in relation to colleagues, superiors and subordinates.

We are committed to preventing situations that may arise due to a conflict between personal interests and the interests of individual companies. Employees reconcile their own personal interests with the interests of the companies in the Talum Group.

We operate in accordance with the applicable legislation, regulations, and internal acts and rules. Discrimination based on the personal circumstances of each individual is prohibited in recruitment, defining salaries, promotion, training, or terminating an employment relationship. We do not allow any form of violence, harassment or abuse at work. We do not condone any form of harassment and discrimination based on gender, religion, race, skin colour, national or ethnic origin, cultural background, social group, disability, sexual orientation, marital and family status, age, or political view and membership in a union and other labour representations.



```
public static void main(String[] args) {  
    Scanner sc = new Scanner(System.in);  
    System.out.println("Start:");  
    while (true) {  
        System.out.println("Replace");  
        double number = getNumber();  
        System.out.println("Number: " + number);  
    }  
}
```

```
public static double getNumber() {  
    Scanner sc = new Scanner(System.in);  
    System.out.println("Start:");  
    while (true) {  
        System.out.println("Replace");  
        double number = sc.nextDouble();  
        System.out.println("Number: " + number);  
    }  
}
```



We strive toward establishing an inclusive working culture and appreciate and acknowledge that all people are unique and valuable, and respect their individual capabilities and views.

Child Labour

We observe international standards and have a zero-tolerance policy toward child labour in accordance with ILO 138. The minimum age of employees is 15 years in accordance with the provisions of the Employment Relationships Act (ZDR-1), whereby special protection is provided for employees under 18 years of age, in accordance with the legal provisions and international standards.

Prohibition of Forced Labour

The Talum Group does not tolerate any form of forced labour or slavery and observe all the applicable laws and regulations relating to the prohibition of forced labour and human trafficking. We respect the free choice of employment.

Training

We are aware that competent and trained employees represent the basis for our successful operation, which is why we provide ongoing employee training and ensure their development. In doing so, we strengthen their satisfaction and sense of belonging.

We provide conditions, atmosphere and an organisational climate that enable the activation of all knowledge, skills and capabilities of employees and enable continuous training and improvement.

Working Hours

We observe the legislation and restrictions in the area of working hours, particularly for groups of employees for whom additional restrictions in defining working hours apply. We therefore try to enable, to the largest extent possible, an appropriate work-life balance (flexible working hours, where possible, changes of shifts, taking leave at the desired times).

Freedom of association and right to collective bargaining

The Talum Group supports our employees' right of association and collective negotiation and regularly cooperates with union representatives, the worker's council and the employees' council (labour representations). We encourage an open dialogue and fair feedback between all employees at all levels and we enable and encourage employees to express viewpoints, make suggestions and ask questions.

HEALTH AND SAFETY

Health and Safety

We have established an effective health and safety at work system in accordance with the SIST ISO 45001 standard. This system involves employees from all areas of work. This system minimises the impact of our activities on employees and other interested parties. We consider occupational health and safety part of our social responsibility and sustainable development, which commits us to continuously improving our working environment, adapting to technical progress, and ensuring the health and safety of our employees.

We are committed to working healthy and safe by taking into account the legal and other requirements we have agreed to, assessing risk, preparing risk reduction programmes, reducing the severity and frequency of accidents at work, and preventing damage to health, work-related diseases, and occupational diseases.

We constantly train employees in all areas of safe work. With different activities we encourage them to lead a healthy life style and care for their mental and physical health. Employee representatives participate in the management of the health and safety at work system and are regularly consulted.

We take measures to ensure an ergonomic workplace design, carry out control of work equipment and chemicals, and conduct periodic work environment surveys, provide appropriate personal protective equipment and ensure its correct and purposeful use.

Monitoring unexpected events and implementing preventive activities enables us to manage emergencies.

We provide high-quality meals to our employees.

ENVIRONMENT AND ENERGY

Environmental Responsibility

We prevent and manage significant impacts of our activities, aluminium products and services on the environment by maintaining an environmental management system in accordance with the ISO 14001 standard and an energy management system in accordance with the ISO 50001 standard. Environmental and social standards and practices are based on the ten principles and objectives of sustainable development at the United Nations Global Compact, Sustainable Development Goals. We do not make any major changes to World Heritage Properties in the course of our existing or future operations.

We comply with the legal and other requirements in the field of environment and energy to which we have committed.

We are committed to sustainable development through continuous improvement, which is a constant of our operations. We constantly train employees in all work areas that can have a direct or indirect significant impact on environmental and energy management. The Talum Group conducts internal and external communication with identified stakeholders according to the adopted procedures and regularly prepares annual sustainability reports and other environmental reports in accordance with sustainable reporting standards and legal and other requirements.

We work with important suppliers and customers and have a positive impact on them in accordance with our sustainable development policy.

Climate Change

We are committed to mitigating and adjusting to climate change within the framework of the provisions of the Paris Agreement for the reduction of direct and indirect greenhouse gas (GHG) emissions in the process of aluminium production and in the life cycle of products towards decarbonisation. The process of continuous improvement will include: the use of electricity with guarantees of origin, the use of electricity from own renewable sources and increasing the use of recycled aluminium. Compliance with the set objectives is verified on an annual basis. The activity of aluminium production is included in the international greenhouse gas emissions trading system and follows the set standards and legal requirements.

Preservation of Biodiversity

In carrying out the environmental impact assessment, the discussion in this area will continue to be devoted to protecting and safeguarding biodiversity by taking into account the position of the company in the local environment in cooperation with external experts. The protection of biodiversity will continue to be ensured through the proper maintenance of the environment and infrastructure in the industrial zone and in its neighbourhood, which is under the management of the Talum Group.

We will also identify invasive alien plant species from the observation and warning lists and implement measures to remove or control them.

Water and Waste Water Use

We use natural resources by pumping our own technological water in a rational and efficient manner, handle drinking water from the public water supply carefully, regularly monitor its consumption and monitor its quality. The quality of industrial, municipal and precipitation waste water meets the set standards and legal requirements.

Energy Consumption

As an energy-intensive company, we manage electricity, heat, natural gas and compressed air rationally and efficiently, in accordance with the set standards and legal and other requirements.



Air, Soil and Groundwater Quality

Emissions of substances into the air and the quality of the ambient air are regularly monitored and controlled so that the emissions and imissions meet the set standards and legal requirements. The soil and groundwater in the water protection area are regularly monitored and controlled within the set standards and legal requirements.

Disposal of Waste

The Talum Group does not dispose of waste because the two landfills are closed and respects the established waste management hierarchy. The status of groundwater from both closed landfills is regularly monitored and controlled in accordance with standards and legal requirements.

Management of Materials, Chemicals and Waste

We prevent and minimise waste and reduce its risks. When moving hazardous waste across borders (Basel Convention) and when using hazardous chemicals (REACH), we act responsibly and in accordance with standards and legal and other requirements (Bosch-Norm N2580). We comply with the provisions of the Minamata Convention on Mercury and the Stockholm Convention on Persistent Organic Pollutants. We use input materials which are kinder to the environment, replacing those that burden it. Aluminium and its processing enable an unlimited re-use of return raw materials with the preservation of its primary characteristics, which is the basis for a circular economy. We are increasing the share of secondary raw materials of the input material and developing technological procedures accordingly. We are investing in increasing the melting capacity for recycling. We establish feedback loops with customers to increase the processing of secondary raw materials. We reuse aluminium obtained from slag. We establish recycling of other production materials and auxiliaries.

Noise and Light Pollution

The Talum Group monitors and controls noise and light pollution in accordance with standards and legal requirements.

Prevention of Major Accidents at the Seveso Plant

The Talum Group has established a system for managing safety due to the risk of major accidents involving hazardous substances, and safety measures have been taken to reduce their consequences in accordance with the legal requirements. Information for the public about the security measures of the Talum Group is available to the public and available at www.talum.si/en/index.html.

Prevention of Negative Impacts

In the event of closure and cessation of activities in a particular part of the company or in its entirety, the Talum Group undertakes to remove all potentially hazardous substances and to ensure that no sustained negative consequences occur.

RESPONSIBLE SOURCING OF RAW MATERIALS

Minerals of Critical Raw Materials from Conflict Areas

The Talum Group uses only raw materials the extraction, production, transport, trade, processing and export of which do not contribute, either directly or indirectly, to human rights abuses, health and safety issues, environmental pollution or compliance violations.

The Talum Group adheres to the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" for tin from conflict-affected and high-risk areas (CAHRAs). We will exclude this raw material from use if it is not subject to the verification procedure beforehand.



PRINCIPLES OF LEGALITY AND ETHICS

Business Code of Conduct

We have established a system of values and a system of responsibilities of management bodies toward employees and employees toward the company and shareholders, toward business partners and stakeholders. The basis of our management and operation is legislation, ethical principles, established good practices and respect for human rights, specified in the UN Universal Declaration of Human Rights.

We have a zero-tolerance policy toward fraud, abuse and unfair market practices. Our underlying principle is to make all decisions in the best interest of the Talum Group in order to avoid any and all situations that could give the impression that our decisions are based mainly on personal interests and not the interests of companies in the Talum Group.

With our actions we do not harm the brand's goodwill and reputation of the Talum Group.

We put our social responsibility into practice by supporting various activities in the environment in which we operate. We support associations and organisations, scientific and educational institutions, art, culture and sport at the local and national levels.

Risk Management

We are aware that risks and opportunities are an integral part of the internal and external working environment; we therefore strive to manage them efficiently. Efficient risk management is part of the Group's culture and as such ensures a competitive advantage and valuable insight into events when making decisions to ensure sustainable development, increase asset value and contribute to the broader community. In this regard, the contribution of each individual employee is very important.

Information Protection and Information Security

The Talum Group ensures the protection and respect of the privacy of employees and other stakeholders by respecting applicable legislation governing data protection and complying with legal requirements related to collecting, processing, transferring, and using personal data.

We protect all confidential business information or secrets of other business partners in such a way that they remain strictly confidential, are not improperly used or are not disclosed to unauthorised third parties.

With the information security management system in place, we undertake to protect our information resources and assets containing confidential data and information from unauthorised access, use, disclosure, modification or destruction. By constantly improving the procedures, we ensure the functioning of the information system in accordance with the TISAX recommendations, invest in the improvement of procedures and the introduction of new technologies, and raise awareness of employees to achieve a greater level of information and data protection.

Kidričevo, 1 June 2023


President of the Management Board
Marko Drobnič



TALUM

