

REAL ALLOY North America Supplier Sustainability Policy

REAL ALLOY is a market leader in third-party aluminum recycling and specification alloy production. We convert aluminum scrap into reusable metal for a growing number of applications across various industries.

Our customers can choose from an extensive range of aluminum alloys, delivered to their door in the form of molten metal, ingots, RSI, or cones.

Embracing the concept of sustainability means showing our customers that we are responsible for the Environmental, Social, and Governance impacts of our products and services. The full scope of these impacts includes any contributions from our supply chain. Our commitment to responsible sourcing requires us to consider how our suppliers uphold sustainability standards in their businesses.

This REAL ALLOY North America Supplier Sustainability Policy outlines our expectations for how suppliers will conduct their businesses in a responsible and ethical manner. These expectations apply to all suppliers of material goods and services. Any concern or grievance regarding responsible sourcing may be raised using the contact information available at www.realalloy.com.

General legal compliance Suppliers are expected to comply with all applicable laws and regulations. They should not engage or be complicit in any form of bribery or corruption.

Labor and Human Rights Respect for human and labor rights is essential to REAL ALLOY North America. Our suppliers are expected to respect these values, including

- Non-discrimination
- Prevention of forced labor, child labor and human trafficking
- Compliance with legal requirements on working hours, wages, and benefits
- Rights to freedom of association and collective bargaining
- Not contributing to armed conflict or Human Rights abuses in Conflict-Affected or High-Risk Areas

Environmental, Health & Safety, and Energy Suppliers are expected to offer a safe and healthy work environment that complies with applicable laws and regulations and follows recognized standards in their respective industries.

Suppliers are expected to avoid adverse environmental impacts, including plans to

- Reduce emissions, including greenhouse gas emissions
- Minimize waste and landfill, while maximizing recycling
- Enhance resource and energy efficiency
- Reduce water consumption and adverse impacts on waterbodies

They should carefully manage the use of hazardous chemicals and comply with all applicable requirements like REACH, RoHS, etc. Suppliers are encouraged to implement appropriate management systems.

Data protection Within their scope of activities, suppliers are expected to take adequate preventative measures to protect the privacy of personal data of employees, customers, and other business partners.

Terrance J. Hogan – President and CEO

REAL ALLOY