

Human Rights Policy

POLICY STATEMENT

Texarkana Aluminum (“TKA”) is committed to conducting its business responsibly, ethically, and in accordance with all applicable laws and standards. The following policies define our commitment to respect human rights, uphold ethical business practices, and manage human rights impacts across our operations.

HUMAN RIGHTS AND LABOR PRACTICES

Texarkana Aluminum is committed to:

- Respect nationally and internationally recognized human rights and labor standards
- Prohibit child labor, forced labor, and human trafficking
- Promote equal opportunity, non-discrimination, and fair treatment
- Respect freedom of association and collective bargaining

Texarkana Aluminum respects internationally recognized human rights and is committed to meeting our responsibility to respect human rights.

GENDER EQUITY AND WOMEN’S EMPOWERMENT

Texarkana Aluminum is committed to:

- Promote equal opportunity, non-discrimination and fair treatment.
- Respect the Equal Employment Opportunity Policy for all applicants and employees.
- Avoid Discriminatory practices during all phases of the employment lifecycle

As per the TKA Employee Handbook (Section 2 “Employment Policies”) we are committed to equal employment opportunity and to maintaining a workplace free from unlawful discrimination, harassment, and retaliation. We do not unlawfully discriminate against applicants or employees based on any legally protected characteristic, and we expect all managers and employees to follow these standards in every aspect of employment, including recruiting, hiring, training, promotion/advancement, pay and benefits, transfers, discipline, and company programs.

TKA provides reasonable accommodations to qualified applicants and employees when requested, including accommodations related to disability, pregnancy, childbirth or related medical conditions, religious beliefs and practices, and for individuals who are victims of domestic violence, sexual assault, or stalking, consistent with applicable law and appropriate supporting information from health care providers when relevant.

We recognize that human rights risks and their impacts can differ based on gender and may be compounded by other factors (e.g., race/ethnicity, age, disability, migrant status, job category, contractor/agency status). We commit to identifying and addressing differentiated and disproportionate impacts by using gender-disaggregated data where feasible.

COMMUNITY AND INDIGENOUS PEOPLES

Texarkana Aluminum is committed to:

- Engage constructively with affected communities.
- Respect the rights, cultures, and traditions of Indigenous Peoples

And where relevant, we will consult with affected stakeholders (including Indigenous Peoples and their chosen representatives) to understand heritage values and apply appropriate measures to avoid, minimize, or remedy impacts while maintaining continued access to sites or values where applicable.

MODERN DAY SLAVERY

Texarkana Aluminum is committed to respecting human rights and maintaining a workplace and supply chain free from modern slavery, human trafficking, forced labor, and child labor.

TKA assesses risks related to modern slavery and labor rights and takes appropriate action where concerns are identified. TKA does not employ child labor and is committed to ensuring that all employment practices meet applicable minimum age requirements. We do not engage in or support forced labor, human trafficking, or any form of coercion. Workers are employed voluntarily and are free to leave employment in accordance with applicable laws.

TKA is committed to maintaining responsible labor practices and to addressing any identified risks through appropriate review and corrective action.

GOVERNANCE AND ACCOUNTABILITY

TCI Corporate and Plant leadership are accountable for implementation and resourcing.