

## REAL ALLOY Europe Supplier Sustainability Guideline

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

Our customers can choose from an extensive range of cast and wrought products made from aluminium and magnesium alloys, delivered to their door in the form of molten metal, ingots, RSIs, or cones.

For REAL ALLOY Europe, embracing the concept of sustainability for a business means showing responsibility. For our customers, we are responsible for the quality of our products and services. This includes maintaining a sustainable supply chain, requiring also our suppliers to respect social, labour and environmental standards in their businesses.

This REAL ALLOY Europe Supplier Sustainability Guideline outlines our expectations for our suppliers with respect to sustainable business practices and related principles. The Guideline applies to all material goods and services suppliers with whom we do business.

### **General legal compliance**

Suppliers are expected to comply with all locally applicable laws and regulations.

### **Labor and Human Rights**

Respect for human and labor rights is essential to REAL ALLOY Europe. Our suppliers are expected to respect these values, including

- Non-discrimination
- Prevention of forced labour, child labour and human trafficking
- Compliance with legal requirements on working hours, wages and benefits
- Respecting the rights to freedom of association and collective bargaining

### **Environment, Health & Safety, and Energy**

Suppliers shall offer a safe and healthy work environment that complies with applicable laws and regulation and takes into account recognized standards in their respective industries.

Suppliers are expected to avoid pollution, to reduce emissions, including greenhouse gas emissions, and other releases to the environment, and to enhance resource and energy efficiency with all reasonable effort. They should carefully manage the use of hazardous chemicals and comply with all applicable requirements like CLP regulations, REACH, RoHS, etc.

Suppliers are encouraged to implement appropriate management systems, for example based on ISO 14001 (environment), ISO 50001 (energy), ISO 45001 (occupational health and safety).

### **Data protection**

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

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**Russell Barr**

# REAL ALLOY