SUSTAINABILITY POLICY

At JUPALCO, sustainability is at the core of how we operate. As a responsible organization in the aluminium sector, we are committed to protecting the environment, enhancing societal well-being, creating long-term economic value, and upholding ethical governance. Our approach is guided by resource efficiency, circularity, climate resilience, responsible value chains, and inclusive development, while being aligned with global best practices, applicable laws, and stakeholder expectations.

This policy applies to all JUPALCO operations, employees, contractors, suppliers, and partners across our value chain and geographies.

We are committed to:

- Conducting business with integrity, accountability, and transparency, while adhering to all applicable legal and regulatory requirements.
- Embedding sustainability into strategic and operational decision-making across the organisation.
- Designing and delivering safe, reliable, and sustainable products that are recyclable, durable, and resource-efficient.
- Driving environmental stewardship by reducing emissions, conserving energy and water, adopting cleaner technologies, and advancing circular economy practices through reuse, recycling, and responsible material recovery.
- Protecting ecosystems and biodiversity while preventing pollution of air, water, and soil.
- Ensuring workforce well-being by promoting a safe, healthy, inclusive, and Zero Harm culture, while respecting human rights and upholding fair labour practices, diversity, equity, and inclusion.
- Building awareness and capability among employees and other stakeholders on sustainability practices.
- Engaging openly and respectfully with stakeholders, addressing their concerns, and incorporating feedback into our ESG performance.
- Empowering communities around our operations through programs in education, health, skill development, and livelihood opportunities.
- Supporting sustainable public policy development and advocating for sustainable practices including circular economy and climate resilience.
- Investing in R&D and digital innovation to deliver sustainable product and process improvements.
- Establishing robust risk management systems to identify, assess, and mitigate enterprise risks effectively.
- Setting clear sustainability targets, monitoring progress regularly, and reviewing outcomes to ensure continuous improvement in performance management.
- Disclosing ESG and sustainability performance regularly to maintain transparency and accountability.

This policy is communicated to all stakeholders and reviewed every two years to ensure its effectiveness. It will be implemented by the Director and Sustainability Head.

September 17, 2025 **Managing Director**

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