

MODERN SLAVERY STATEMENT

valid for all AMAG companies

PREAMBLE

This statement is intended to reaffirm **AMAG Austria Metall AG's ("AMAG") commitment to respecting human rights in general, and in particular to strict compliance with the prohibition of all forms of forced or compulsory labor and modern slavery** (such as human trafficking, exploitation, recruitment fees, bonded labor), as well as the **prohibition of child labor**. To this end, AMAG also requires its business partners to comply with these obligations, as well as to effectively implement and safeguard them along the supply chain.

BUSINESS MODEL AND VALUE CHAIN

AMAG Austria Metall AG is a sustainable and profitable premium supplier of rolled products and recycled aluminum casting alloys, as well as ready-to-install components for the aerospace industry. Cast and rolled aluminum products and components for the aerospace industry are manufactured at its production sites in Ranshofen (Austria), Übersee am Chiemsee, and Karlsruhe (Germany). AMAG also holds a 20% stake in the Alouette smelter in Canada, where primary aluminum is produced. For essential raw materials (primary aluminium, rolling ingots, alloy metals and scrap) AMAG has a portfolio of over 250 qualified suppliers. Suppliers are evaluated for ESG risks as part of a defined procurement process, and appropriate measures are implemented to ensure a sustainable and socially fair supply chain. Detailed information on the business model and the value chain can be found in the current annual report. ([Publications | AMAG](#))

RESPECT FOR LABOR, HUMAN, AND SOCIAL RIGHTS

Respecting and complying with labor, human, and social rights, both within the company and in the supply chain, are core elements of responsible corporate governance. Rights under national constitutional law and international human rights conventions enjoy the highest protection and priority at all locations and along the supply chain. To best prevent, mitigate, or eliminate human rights impacts and risks, AMAG follows the six steps of the OECD Guidelines for Multinational Enterprises in its due diligence.

GUIDELINES AND GOVERNANCE

The following AMAG principles of conduct reflect key standards prohibiting modern slavery and child labor and form the binding framework for AMAG and its business partners:

- The Human Rights Code underscores the company's commitment to unconditional respect and promotion of human rights and sets out guidelines and measures. ([AMAG Human Rights Code](#))
- The Code of Conduct describes how the company addresses its special responsibility towards its stakeholders. It thus supports employees and managers in conducting their activities in a legally compliant and ethically correct manner. ([AMAG Code of Conduct](#))

- The ESG Requirements for Suppliers define the key sustainability requirements for suppliers and their subcontractors. All material suppliers must sign the ESG requirements or demonstrate that they adhere to at least the same standards through their own documents (code of conduct, supplier standards). Furthermore, the ESG requirements are also included in AMAG's General Terms and Conditions of Purchase.
([ESG requirements for AMAG suppliers](#))

The AMAG Compliance Line is a whistleblower system that can be used by both employees and external stakeholders – even anonymously – to report specific violations or suspected violations.
([AMAG Compliance Line](#))

KEY MEASURES

TRAINING: Responsible departments receive appropriate training on labor, human, and social rights to ensure that working conditions are always fair, safe, and humane.

RISK ASSESSMENT: A systematic approach is pursued along the supply chain using responsible procurement management to best prevent and remediate human rights violations. The respective purchasing departments of the companies conduct a risk-based review of all significant new and existing suppliers for human rights compliance and assign them different risk levels based on the assessment. Appropriate measures and the interval for reassessment are defined depending on the level of risk.

CONSEQUENCES OF VIOLATION: Any violation of the prohibition of modern slavery or child labor will be punished and may lead to immediate termination of the employment or business relationship.

OBJECTIVE AND OUTLOOK

Respect for fundamental human rights principles at AMAG and in the supply chain, and in particular **compliance with the prohibition of all forms of compulsory or forced labor, modern slavery, and child labor**, is a goal of the annual sustainability program (see also Annual Report, [Publications | AMAG](#)). To effectively prevent future violations, concepts and measures are regularly evaluated and optimized as necessary.



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