

# ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

# Emirates Global Aluminium PJSC

CERTIFICATE NUMBER

27

ASI STANDARD

PERFORMANCE  
STANDARD  
(V3.1 2023)

CERTIFICATION LEVEL

FULL  
CERTIFICATION

ASI ACCREDITED  
AUDITING FIRM

DNV BUSINESS  
ASSURANCE  
SERVICES UK LTD.

DATE OF ISSUE

25 AUGUST 2025

DATE OF EXPIRY

24 AUGUST 2028

CERTIFIED SINCE

9 MAY 2019

## AUTHORISED BY

A stylized, handwritten signature in black ink, consisting of a large, flowing 'A' followed by a horizontal line.

Aluminium Stewardship Initiative Ltd  
ACN 606 661 125, Australia  
[info@aluminium-stewardship.org](mailto:info@aluminium-stewardship.org)

*Validity of this Certificate is subject to  
continued conformance with the  
applicable ASI Standard and can be  
verified at  
[www.aluminium-stewardship.org](http://www.aluminium-stewardship.org)*

## CERTIFICATION SCOPE

Emirates Global Aluminium PJSC,  
Jebel Ali and Al Taweelah sites  
located in the United Arab Emirates  
(UAE) and including the refining of  
Alumina, smelting and casting of  
Aluminium, carbon plants, power  
generation, utilities, associated  
facilities and EGA Head Office.

# AUDIT REPORT PERFORMANCE STANDARD

## OVERVIEW

MEMBER NAME	Emirates Global Aluminium PJSC
ENTITY NAME	Emirates Global Aluminium PJSC
CERTIFICATION SCOPE	Emirates Global Aluminium PJSC, Jebel Ali and Al Taweelah sites located in the United Arab Emirates (UAE) and including the refining of Alumina, smelting and casting of Aluminium, carbon plants, power generation, utilities, associated facilities and EGA Head Office.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none"><li>Alumina Refining</li><li>Aluminium Smelting</li><li>Casthouses</li></ul>
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none"><li>Initial Certification Audit (17 February – 8 April 2019)</li><li>Surveillance Audit (11 October – 14 October 2020)</li><li>Re-Certification Audit (30 March – 6 April 2022)</li><li>Surveillance Audit and Scope Change (3 – 19 April 2023)</li><li>Re-Certification Audit and Scope Change (14 – 25 April 2025)</li></ul>
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none"><li>17 February – 8 April 2019 (Certification Audit)</li><li>11 October – 14 October 2020 (Surveillance Audit)</li><li>30 March – 6 April 2022 (Re-Certification Audit)</li><li>3 – 19 April 2023 (Surveillance Audit and Scope Change)</li><li>14 – 25 April 2025 (Re-Certification Audit and Scope Change)</li></ul>
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none"><li>22 April 2019 (Certification Audit)</li><li>6 November 2020 (Surveillance Audit)</li><li>21 April 2022 (Re-Certification Audit)</li><li>27 May 2023 (Surveillance Audit and Scope Change)</li><li>28 July 2025 (Re-Certification Audit and Scope Change)</li></ul>
AUDIT SCOPE	<p><u>Initial Certification Audit (17 February – 8 April 2019)</u></p> <p>The Audit Scope covered Emirates Global Aluminium PJSC, Al Taweelah site (UAE) including smelting and casting of Aluminium, carbon plants, power generation, utilities, associated facilities and EGA Head Office.</p> <p>The supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none"><li>Aluminium Smelting</li><li>Casthouses</li></ul>

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All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (11 October – 14 October 2020)

Emirates Global Aluminium PJSC, Al Taweelah site (UAE) surveillance audit after certification audit in 2019. This surveillance audit was undertaken after 18 months of Certification. Audit scope includes smelting and casting of Aluminium, carbon plants, power generation, utilities, associated facilities and EGA Head Office. Emirates Global Aluminium's Al Taweelah site is located in Khalifa Industrial Zone Abu Dhabi (KIZAD).

At the time of the Audit (October 2020), access to the site was not possible, due to COVID-19 related travel restrictions. The Audit has been undertaken as a 'desktop' exercise, in accordance with the ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.

The supply chain activities included in the Audit Scope:

- Aluminium Smelting
- Casthouses

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Re-Certification Audit (30 March – 6 April 2022)

The Audit Scope covered Emirates Global Aluminium PJSC, Al Taweelah site (UAE) including smelting and casting of Aluminium, carbon plants, power generation, utilities, associated facilities and EGA Head Office.

Supply chain activities included in the Audit Scope:

- Aluminium Smelting
- Casthouses

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit and Scope Change (3 – 19 April 2023)

The Audit Scope covered Emirates Global Aluminium PJSC operational facilities including smelting and casting of Aluminium, carbon plants, power generation, utilities and associated facilities at Al Taweelah and Jebel Ali, Alumina refinery at Al Taweelah, Bauxite Residue Storage Area in Abu Dhabi and EGA Head Office.

Supply chain activities included in the Audit Scope:

- Alumina Refining
- Aluminium Smelting
- Casthouses

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Re-Certification Audit and Scope Change (14 – 25 April 2025)

The Audit Scope covered Emirates Global Aluminium PJSC operational facilities including smelting and casting of Aluminium, carbon plants, power generation, utilities and associated facilities at Al Taweelah and Jebel Ali, Alumina refinery at Al Taweelah, Bauxite Residue Storage Area in Abu Dhabi and EGA Head Office.

Supply chain activities included in the Audit Scope:

- Alumina Refining
- Aluminium Smelting
- Casthouses

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

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**AUDIT OUTCOME**

- Certification

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**AUDIT METHODOLOGY  
DECLARATION**

The Auditors confirm that:

- ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
- ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
- ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
- ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

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**CERTIFICATION PERIOD**

25 August 2025 – 24 August 2028

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**NEXT AUDIT TYPE**

Re-Certification Audit

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**NEXT AUDIT DATE**

24 August 2028

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**CERTIFICATE NUMBER**

27



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

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## ENTITY OVERVIEW

Emirates Global Aluminium (EGA) was established in 2014 through the merger of Emirates Aluminium and Dubai Aluminium, with history dating back to the 1970s when Dubai Aluminium was founded. Headquartered in the United Arab Emirates (UAE), the Entity is jointly owned by Mubadala Investment Company of Abu Dhabi and Investment Corporation of Dubai. EGA's operations in the UAE (considered 'the Entity') operates two smelters, Al Taweelah in Abu Dhabi and Jebel Ali in Dubai, each equipped with its own anode production facilities, Casthouses, and captive power plants. The Jebel Ali smelter commenced production in 1979, undergoing eight separate expansions since then and the site currently includes seven potlines and 12 casting stations producing 1.1 million tonnes of product. The Al Taweelah smelter was the largest single-site Aluminium smelter in the world when built and the site currently includes three potlines and nine casting stations producing 1.6 million tonnes of product. The smelters are also connected to the local electrical grid, allowing access to solar energy. Additionally, the Entity operates an Alumina refinery in Abu Dhabi, which was the first in the UAE and only the second in the Middle East and began production in 2019. The facility converts Bauxite into Alumina, with the refinery meeting almost half of the Entity's Alumina requirements, producing approximately 2.54 million tonnes and securing the competitive supply for the Entity.

EGA owns Guinea Alumina Corporation (GAC), a bauxite mine and export facilities in the Republic of Guinea, West Africa. Exports of bauxite ore began in 2019 and produced 10.81 million tonnes in 2024. GAC operates a 690-square kilometre (m<sup>2</sup>) mining concession which is one of the largest greenfield investments in Guinea over the last 40 years. Bauxite from GAC is predominantly supplied by EGA to third-party customers, with some shipped to EGA's Al Taweelah alumina refinery in Abu Dhabi. More recently, EGA completed two major acquisitions in 2024 - 100 per cent of Leichtmetall, a European producer of high-strength recycled Aluminium that operates a plant in Hannover, Germany, and 80 per cent of Spectro Alloys, a leading secondary foundry alloy producer based in Rosemount, Minnesota in the United States. Leichtmetall has a capacity of 30,000 tonnes per annum of Aluminium billets produced using renewable energy with 80% Scrap metal input, while Spectro Alloys has a capacity of 110,000 tonnes per annum of Aluminium ingots using advanced sorting and analysis technology to produce a wide variety of alloys with a high proportion of scrap input.

There are currently over 7,000 employees working across all of EGA's facilities.

## MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of Systems, Residual Risk and Performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	High	HIGH
RISKS	High	Medium	High	HIGH
PERFORMANCE	High	Medium	Medium	MEDIUM
OVERALL	HIGH			

## FINDINGS

CRITERION	RATING	COMMENT
<b>1. BUSINESS INTEGRITY</b>		
1.1 Legal Compliance	Conformance	The Entity has implemented a system to ensure legal compliance with Applicable Law through a competent legal team and compliance champions across organisational functions. The required level of awareness is ensured through a training catalogue. The Entity ensures compliance through a periodic compliance evaluation process and compliance audits.
1.2 Anti-Corruption	Conformance	The Entity has implemented systems and controls adequate to work against Corruption in all its forms, including Extortion and Bribery, through an Anti-Bribery and Anti-Corruption Compliance Programme. The Entity's system is designed to be consistent with Applicable Law and relevant international standards. The Entity's commitment and approach are identified as part of its Code of Ethics, which is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a>
1.3a-e Code of Conduct	Conformance	The Entity has implemented a documented organisational Code of Ethics that includes relevant principles for environmental, social and governance performance. Compliance with the Code of Ethics is mandatory for all Workers. The Code of Ethics is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a>
<b>2. POLICY AND MANAGEMENT</b>		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established a Policy consistent with the environmental, social, and governance requirements of the ASI Performance Standard. The EGA Core Policies are implemented and upheld through comprehensive processes and procedures established as part of the documented Management System.</p> <p>The Entity's CEO has endorsed the EGA Core Policies and relevant resources are planned and assigned as part of business planning and budgeting. The current Policy was last reviewed in 2023.</p> <p>The Entity has communicated its Core Policies internally using various channels including e-mail, displays and publishing on the intranet. Additionally, the Entity has made the Core Policies available on its website for external communication purposes, available at: <a href="https://www.ega.ae/media/gppim5ni/emirates-global-aluminium-core-policies.pdf">https://www.ega.ae/media/gppim5ni/emirates-global-aluminium-core-policies.pdf</a></p>
2.2a-c Leadership	Conformance	<p>The Entity has appointed the Sustainability Manager as having overall responsibility and authority for ensuring conformance with the requirements of Policies and of the ASI Performance Standard.</p> <p>The Entity's Chief ESG and Sustainability Officer has overall responsibility to lead the ASI initiative throughout the operation and approval has been provided by the Chief Executive Officer (CEO).</p>
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity maintains an Environment Management System (EMS) which is independently certified to ISO 14001:2015: <a href="https://www.ega.ae/media/4qabl5zg/iso-14001-combined-certificate_2024-27.pdf">https://www.ega.ae/media/4qabl5zg/iso-14001-combined-certificate_2024-27.pdf</a>

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has documented and implemented a stand-alone Social Management System addressing the Entity's values, risk identification, risk controls and requirements for monitoring and reviewing each social element.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has implemented a well-designed and effectively communicated programme for responsible sourcing covering environmental, social and governance issues. The programme includes a risk-based approach to supplier Due Diligence incorporating guidance from the OECD and other relevant international guidelines.</p> <p>The Entity has Established a Responsible Sourcing Policy and associated standard both of which are available at:  <a href="https://www.ega.ae/media/pzwmkxd/ega-responsible-sourcing-policy-egascrsop01.pdf">https://www.ega.ae/media/pzwmkxd/ega-responsible-sourcing-policy-egascrsop01.pdf</a> and  <a href="https://www.ega.ae/media/clapfyhb/ega000183-responsible-sourcing-standards-may-2023.pdf">https://www.ega.ae/media/clapfyhb/ega000183-responsible-sourcing-standards-may-2023.pdf</a></p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no recent New Projects or Major Changes to the Facility, nor are any planned for the next few years.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no recent New Projects or Major Changes to the Facility, nor are any planned for the next few years.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity has implemented site-specific Emergency Response Plans for all its operations through the identification of potential emergency scenarios. The Entity ensures participation and collaboration with Stakeholders including relevant external agencies and partners. The Entity is certified to ISO 14001:2015 and ISO 45001:2018 and has well-established emergency response plans which are periodically tested through drills. Competent and dedicated fire and emergency crews are available on site 24 hours a day.</p> <p>The Emergency Response Plan is available at:  <a href="https://www.ega.ae/media/sncf2vlh/public-summary-of-ega-uae-emergency-response-plan.pdf">https://www.ega.ae/media/sncf2vlh/public-summary-of-ega-uae-emergency-response-plan.pdf</a></p>
2.8a-d Suspended Operations	Conformance	<p>The Entity has implemented and keeps updated a Crisis Management Team Plan. The Crisis Management Team (CMT) including High Level Management has been established to manage and maintain this Plan. The Plan applies comprehensively to all Entity business locations including Jebel Ali and Al Taweelah and global offices in the UAE. The plan applies to all the entities' locations within the UAE, ensuring a unified and synchronised approach to crisis management throughout the Entity.</p> <p>The Plan addresses diverse scenarios, including (but not limited to) cyber incidents, natural disasters, and global emergencies, whilst collaborating with external crisis management service providers and Stakeholders (including support vendors and government bodies).</p>
2.9a-b Mergers and Acquisitions	Conformance	The Entity has adequate resources for performing Due Diligence on mergers and acquisitions that address environmental, social and governance issues. The Entity has performed adequate Due Diligence

CRITERION	RATING	COMMENT
		on recent mergers and acquisitions that address environmental, social and governance issues
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has implemented a documented procedure for developing closure, decommissioning and divestment plans, establishing how environmental, social and governance issues are reviewed in the planning phase for the development of these plans. The procedure also facilitates the participation of Affected Populations and Organisations.
<b>3. TRANSPARENCY</b>		
3.1a-b Sustainability Reporting	Conformance	<p>The Entity prepares and publishes an annual Sustainability Report in accordance with the Global Reporting Initiative (GRI) standards, disclosing its governance approach and its Material environmental, social and economic impacts, with independent assurance for selected material topics. The 2023 Sustainability Report is available at: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p> <p>Material environmental, social and economic impacts are included in the 2023 Sustainability Report and include air emissions (page 44), Greenhouse Gas Emissions (page 53), water use (page 59) and social impacts (page 132). A disclosure index specifically for ASI related disclosures as required by the ASI Performance Standard is also included on page 153 of the Report.</p> <p>All previous annual Sustainability Reports from 2017 onwards are also available at: <a href="https://www.ega.ae/en/sustainability/governance">https://www.ega.ae/en/sustainability/governance</a></p>
3.2 Non-compliance and Liabilities	Conformance	<p>The Entity publicly discloses information on significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law.</p> <p>There have been no significant fines or penalties imposed on the Entity, as reported in the 2023 Sustainability Report, page 129: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p>
3.3a-c Payments to Governments	Conformance	<p>The Entity has adequate policies and systems to evaluate, approve and make, or have made on its behalf, payments to governments only on a legal and/or contractual basis. The Entity's Code of Ethics prohibits any form of Bribery, including facilitation payments.</p> <p>The only payment to government is an annual license to operate in different sectors, and tax expenses/returns paid by the Entity's international subsidiaries.</p>
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	<p>The Entity maintains an adequate system that is publicly available to address Stakeholders' complaints, grievances and requests for information relating to its operations. The Entity has a system to address employee grievances as part of its Social Management System. The complaint handling system and request for information can be accessed via: <a href="https://www.ega.ae/en/contact-us">https://www.ega.ae/en/contact-us</a></p> <p>For any report concerning suspicious or observed activities such as Forced Labour, Discrimination, Bribery, Violence, Harassment, or any other prohibited or illegal activities requiring confidential communication, the Entity uses a communication link called 'Your Voice'. This platform is hosted by an external provider bound by strict</p>



CRITERION	RATING	COMMENT
		obligations of confidentiality. 'Your Voice' is available online at: <a href="http://www.ega.ethicspoint.com">www.ega.ethicspoint.com</a>
<b>4. MATERIAL STEWARDSHIP</b>		
4.1a Environmental Life Cycle Assessment	Conformance	<p>The Entity has evaluated the life cycle impacts of its major Product lines producing Primary Aluminium. Additionally, it has implemented a process to ensure that life cycle impact information is appropriately updated following significant changes in the production process.</p> <p>Life Cycle Assessments (LCA) for standard products, as well as CelestiAL are readily available at: <a href="https://www.ega.ae/en/about-us/our-policies-and-certifications">https://www.ega.ae/en/about-us/our-policies-and-certifications</a></p> <p>The Entity has launched the 'CelestiAL' Solar Aluminium Product, solely produced using solar power: <a href="https://www.ega.ae/en/products/celestia">https://www.ega.ae/en/products/celestia</a></p> <p>The Entity has produced a 'stand-alone' LCA for this Product.</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity provides adequate 'cradle-to-gate' Life Cycle Assessment (LCA) information on its Aluminium Product(s) to customers upon request. LCA's for standard products are readily available at: <a href="https://www.ega.ae/en/about-us/our-policies-and-certifications">https://www.ega.ae/en/about-us/our-policies-and-certifications</a></p>
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity considers recovery targets on an annual basis for different grades of Products to minimise the generation of Scrap. The Entity re-uses/recycles 100% of the generated Scrap in a controlled manner.</p> <p>The Entity separates its alloys and grades with location and on-product identification for recycling, supported by a furnace Scrap charging procedure for ensuring appropriate handling of alloys and grades in recycling.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity has formed a coalition with different downstream Entities in the Aluminium value chain as well as waste management organisations in the UAE towards establishing a more formal mechanism and system to support accurate measurement and efforts to increase recycling rates for products containing Aluminium.</p> <p>Further information regarding the coalition is available at: <a href="https://media.ega.ae/ega-and-leading-beverage-producers-can-makers-and-waste-management-companies-to-drive-step-change-in-aluminium-recycling-in-uae">https://media.ega.ae/ega-and-leading-beverage-producers-can-makers-and-waste-management-companies-to-drive-step-change-in-aluminium-recycling-in-uae</a></p> <p>In addition, the Entity periodically gets involved in its community by hosting awareness workshops on the recycling of residual materials, including Aluminium.</p>

CRITERION	RATING	COMMENT
<b>5. GREENHOUSE GAS EMISSIONS</b>		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity publishes its annual Sustainability Report prepared in accordance with the GRI standards, which includes data related to Greenhouse Gas (GHG) emissions and energy use by source. Refer to the 2023 Sustainability Report (pages 53-57), available at: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a>
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity as no Aluminium Smelter commenced production after 2020.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Conformance	As per the publicly disclosed 2023 data, the Entity's GHG Emissions Intensity for 2023 is 11.41 CO <sub>2</sub> e/t Al, which is marginally above the 11.0 t CO <sub>2</sub> e/t Al threshold. The Entity, however, has implemented action plans to reduce GHG Emissions via its GHG Emission Reduction Plan which will ensure the emissions intensity will be below 11.0 t CO <sub>2</sub> e/t Al by the end of 2030.
5.3a GHG Emissions Reduction Plans	Conformance	<p>The Entity has established a documented GHG Emissions Reduction Plan, including actions, targets and timeframes to reach its set targets. The GHG emissions assessment methodology used by the Entity has been endorsed by ASI and is consistent with the 1.5°C warming scenario.</p> <p>The Entity's Decarbonisation Strategy has been well prepared and incorporates intermediate targets and goals and an emissions reduction pathway.</p>
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	<p>The Entity established documented GHG Emissions Reduction Pathway and Plans, and a Decarbonisation Strategy. A GHG Emissions Plan and GHG Emissions Pathway periodic review process has also been formally implemented. The Entity's GHG Emissions Reduction Pathway includes an Intermediate Target for 2020-2025, 2025-2030 and 2030-2035, and baseline year established.</p> <p>At the time of the Audit, the Entity however had not publicly disclosed the latest version of the GHG Emissions Reduction Pathway, the latest version of the GHG Emissions Reduction Plan, and progress against the GHG Emissions Reduction Plan. The Entity is committed to publicly disclosing this information annually in its annual Sustainability Report. At the time of the Audit, the 2024 Sustainability Report was being prepared.</p>
	Conformance	<p>The Entity is committed to reach 'net zero' Greenhouse Gas Emissions by 2050. This commitment is publicly disclosed at: <a href="https://www.ega.ae/en/sustainability/net-zero">https://www.ega.ae/en/sustainability/net-zero</a></p> <p>Specific tools were developed within the Entity's GHG Emissions Reduction Plan to monitor progress and support effective management of decarbonisation strategy, projects and activities. The Entity's Environmental Management System, of which the GHG Emissions Reduction Plan is incorporated into, is certified under ISO 14001. Refer to: <a href="https://www.ega.ae/en/about-us/our-policies-and-certifications">https://www.ega.ae/en/about-us/our-policies-and-certifications</a></p>

CRITERION	RATING	COMMENT
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The Entity publicly discloses Material Emissions to Air from its activities on an annual basis in the annual Sustainability Report. For 2023, Air Emission statistics are available in the 2023 Sustainability Report, pages 54-56: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p> <p>The Entity has implemented specific plans to minimise exposure to, and impacts from, Emissions to Air for each production area of Jebel Ali and Al Taweelah. Each Plan includes Mitigation Strategy and Management Plans addressing Dust Management, Gaseous Pollution Management and Odour Management. These Plans include Mandatory training and Compliance Audit functions.</p> <p>Plans to minimise exposure to, and impacts from, Emissions to Air for each production area are disclosed in the annual Sustainability Report, available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
6.2a-g Discharges to Water	Conformance	<p>The Entity publicly discloses Discharge to water from its activities on an annual basis in the annual Sustainability Report. For 2023, Water discharge statistics are available in the 2023 Sustainability Report, pages 59-63: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p> <p>The Entity has implemented specific plans to minimise exposure to, and impacts from Discharge to water for each production area of Jebel Ali and Al Taweelah. Each Plan includes Mitigation Strategy and Management Plans addressing Soil, Groundwater and Surface Water (terrestrial and marine environment). These Plans include Mandatory training and Compliance Audit functions.</p> <p>Plans to minimise exposure to, and impacts from Discharge to water for each production area are disclosed in the annual Sustainability Report, available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity has assessed the potential and major risk areas of operations where Spills or Leakage may occur and contaminate air, water and/or soil through Environmental Impact Assessment and Environment Management System processes. The Entity maintains an Environmental Management System that includes procedures for risk management, controls and monitoring to prevent detect and respond to Spills and Leakage.</p> <p>The management plan to prevent, detect and remediate Spills and Leakages is available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The Entity's Environmental Management System has adequate procedures for reporting Spills internally and externally to Stakeholders (affected parties) and regulators. No significant spills occurred in 2023 and 2024.</p> <p>The Entity has implemented a system to effectively manage environmental incidents and Spills and discloses information when required, including associated remediation efforts, in the annual 2023 Sustainability Report (page 72). The Entity did not have a significant Spill in 2023 and 2024.</p>

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity quantifies through an online dashboard and publicly discloses the quantity of Hazardous and Non-Hazardous Waste generated from its activities and associated Waste disposal methods through its annual Sustainability Report. Waste data for 2023 are available in the 2023 Sustainability Report, pages 63-66: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p> <p>A documented Waste management control plan that defines the requirement to apply the waste mitigation hierarchy is in place and deployed across all operational areas.</p>
6.6a-g Bauxite Residue	Conformance	<p>The Entity has constructed a purpose-built Bauxite Residue storage Facility in the Abu Dhabi desert, at a dedicated and approved location approximately 35 kilometres inland from the refinery. The Facility is designed and operated to effectively prevent the release of Bauxite Residue or associated leachate into the environment.</p> <p>Various water catchment ponds are operated to manage stormwater, leachate, and neutralised waste slurry.</p> <p>The Entity does not store Bauxite Residue in lagoons. Generated Bauxite Residue is washed and pressed into a dry filter cake. The filter cake is transported to the Bauxite Residue storage Facility in sealed trucks.</p> <p>Whilst the Entity does not have a specific closure plan for the Bauxite Residue storage Facility, the Bauxite Residue Storage Area Operation Environmental Management Plan identifies the process for the progressive closure of cells. In addition, the Entity's procedures related to closure, decommissioning and divestment would fulfil the closure obligations when needed, to ensure the Bauxite Residue storage Facility remains in a state that can adequately mitigate the risk of future environmental contamination.</p> <p>The Entity is involved in research projects aimed at developing avenues for the reuse of Bauxite residues after processing. Examples of use as a potting soil for ornamental plants are present on the Entity's sites. The Entity has disclosed their initiatives in identifying methods of converting Bauxite residue waste material into usable products in its 2023 Sustainability Report, page 64: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p>
6.7a-f Spent Pot Lining (SPL)	Conformance	<p>The Entity is storing and managing Spent Pot Lining (SPL) in accordance with the necessary controls identified through the Environmental Impact Assessment. Operational controls and infrastructure ensure the prevention of the release of SPL or leachate into the environment.</p> <p>The Entity sends all SPL to approved pre-treatment facilities where SPL is treated for use in the cement industry as feedstock. The Entity maintains records to confirm the end-use of SPL within the cement industry. A technical study conducted with cement plants in the UAE has demonstrated a reduction in net CO<sub>2</sub> emissions due to the use of SPL as feedstock without any violation of regulatory limits for other emissions.</p> <p>The Entity does not landfill or stockpile SPL as per its commitments and restrictions from the regulator. The SPL is recycled in the UAE cement industry.</p>

CRITERION	RATING	COMMENT
6.8a-d Dross	Conformance	<p>The Entity maximises the recovery of Aluminium by sending all generated Dross to specialised third-party facilities that processes and recovers metal from Dross. The Entity maintains a database regarding metal recovery from Dross.</p> <p>The Entity uses a specialised third-party facility that processes Dross residue for use in a variety of applications, including cement, steel and other industries. The Entity does not landfill Dross residue.</p>
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity identifies, documents and publicly discloses its water withdrawal and use by source and type on an annual basis within its 2023 Sustainability Report, page 59:  <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p> <p>Water-related risks are addressed in the Environmental Impact Assessments and Management Systems for each of the Entity's Facilities. Risks are evaluated as 'low' and there are monitoring measures and controls in place to minimise potential impacts from the discharge of water.</p> <p>Water-related risks are summarised and publicly disclosed in the Public Summary Document, Operation Environmental Management Plan, available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
7.2a-e Water Management	Conformance	<p>The Entity has developed a water risk assessment that integrates identification, prioritisation, risk mitigation and elimination where possible, and monitoring. Water-related risks are annually reviewed as per the Entity's EMS requirements.</p> <p>Water-related risks are summarised and publicly disclosed in the public summary document, Operation Environmental Management Plan, available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity has assessed the risk of potential impacts on Biodiversity and Ecosystem Services from the land use and activities within the Entity's Area of Influence through multiple Environmental and Social Impact Assessments and other specialised studies supported by third-party subject matter experts.</p> <p>The Entity is located in a specially developed industrial zone, which was created from empty, uninhabited desert land. The assessment concluded the Entity's operations do not have any Material impact on Biodiversity. However, there are suggestions for improvement, even though the impacts were not considered to be Material.</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	<p>The Entity operates within highly industrialised areas and is unlikely to have any potential impact that could directly affect populations and organisations. According to the Environmental and Social Impacts Assessment and the Biodiversity Action Plan published in February 2025, no formal Priority Ecosystem Services has been identified that are relevant to Affected Populations and Organisations. The Entity however considers Biodiversity to require an appropriate planning and management framework to be implemented. As such, the Entity has developed and implemented a Biodiversity Action Plan (last updated</p>

CRITERION	RATING	COMMENT
		February 2025), which is available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a>
8.2a-g Biodiversity Management	Conformance	<p>The Entity considers Biodiversity to require an appropriate planning and management framework to be implemented. As such, the Entity has developed and implemented a Biodiversity Action Plan (last updated February 2025) which includes a program of actions which are monitored and tracked, to protect and conserve the Biodiversity of the area.</p> <p>The Entity's Biodiversity Action Plan (BAP) has been designed in accordance with the Biodiversity Mitigation Hierarchy (e.g. Avoid, Reduce, Remedy and Offset), with International and National laws and regulations, International conventions, and has included involvement of local specialists. The BAP is review periodically and is available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a></p>
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as the risks and impacts to Biodiversity and Ecosystem Services were assessed and documented as low.
8.4 Alien Species	Conformance	The Entity's Biodiversity Action Plan (BAP) includes consideration of the deliberate or accidental introduction of invasive Alien Species, and potential adverse impacts on Biodiversity. The existing controls were considered sufficient to mitigate the risk of the introduction of Alien Species. The BAP is available at: <a href="https://www.ega.ae/en/about-us/our-disclosures">https://www.ega.ae/en/about-us/our-disclosures</a>
8.5a-b Commitment to "No Go" in World Heritage Properties	Not Applicable	This Criterion is not applicable to the Entity, as there are no World Heritage Properties within, or adjacent to the Entity's Area of Influence.
8.6a-d Protected Areas	Conformance	Protected areas are a consideration of the Entity's Environmental Impact Assessments and in the BAP. The Entity has no activity in the Ras Ghanada Protected Area, which is located near its Al Taweelah Facility.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
<b>9. HUMAN RIGHTS</b>		
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity is committed to respecting Human Rights. A relevant statement is documented in the EGA Code of Conduct on pages 38-39. The Code of Conduct is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>A Human Rights Due Diligence process is implemented and documented. Human Rights Due Diligence Assessment has been conducted, and risks of adverse Human Rights impacts are identified and addressed as required.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity is committed to Equity and Inclusion. A relevant statement is documented in the EGA Code of Conduct on pages 16-17. The Code of

CRITERION	RATING	COMMENT
		<p>Conduct is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>Several initiatives are in place throughout the Entity to promote gender equity and women's empowerment. Details on these initiatives are available at: <a href="https://www.ega.ae/en/opportunity/driving-diversity">https://www.ega.ae/en/opportunity/driving-diversity</a></p> <p>The Entity publicly discloses the effectiveness of the measures taken to promote gender equity on an annual basis and is available in its 2023 Sustainability Report, pages 88-105 and 110-119: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence, ethnic minorities, or internally displaced people, and no Cultural and Sacred Heritage associated with any of the Entity's Facilities.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence, ethnic minorities, or internally displaced people, and no Cultural and Sacred Heritage associated with any of the Entity's Facilities.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence, ethnic minorities, or internally displaced people. The Entity operates its Facilities in industrial zones where no persons reside.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has established a specific Corporate Social Responsibility (CSR) team to maintain CSR initiatives. This program targets and addresses the potential, perceived, or actual significant impacts of its activities on communities, and requires the active involvement of these communities.</p> <p>Dialogue with communities is assured by ongoing and open communication through structured and non-structured engagement activities. Details of the Entity's CSR Initiatives are available at: <a href="https://www.ega.ae/en/sustainability/our-csr-initiatives-in-the-uae">https://www.ega.ae/en/sustainability/our-csr-initiatives-in-the-uae</a></p>

CRITERION	RATING	COMMENT
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	<p>The Entity has developed a Sourcing Management System to manage potential suppliers from Conflict-Affected and High-Risk Areas (CAHRAs). This system includes a Responsible Sourcing Policy and Responsible Sourcing Standards applicable to all suppliers.</p> <p>Using both internal and external tools, the Sourcing Management System allows the trained procurement team to gather and validate information on suppliers, and on the origin of products and services.</p> <p>The Entity's Responsible Sourcing Policy is available at:  <a href="https://www.ega.ae/media/pzwmkxd/ega-responsible-sourcing-policy-egascrsop01.pdf">https://www.ega.ae/media/pzwmkxd/ega-responsible-sourcing-policy-egascrsop01.pdf</a></p> <p>The Entity's Responsible Sourcing Standard is available at:  <a href="https://www.ega.ae/media/clapfyhb/ega000183-responsible-sourcing-standards-may-2023.pdf">https://www.ega.ae/media/clapfyhb/ega000183-responsible-sourcing-standards-may-2023.pdf</a></p> <p>Through the standard and contracts with the Entity, all suppliers must commit to respecting and complying with the Responsible Sourcing Standard which prohibits direct or indirect supply in CAHRAs.</p>
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	<p>The Entity has developed a documented Due Diligence System to identify and address risks sourcing from CAHRAs.</p> <p>Using both internal and external tools, the Sourcing Management System allows the trained procurement team to gather and validate information on suppliers, and the origin of products and services. A mechanism is in place to identify and address 'red flags' for locations and suppliers. An online assessment tool known as 'LSEG Risk Intelligence' (formerly Refinitiv) is used by the Entity's procurement team to raise any 'red flag' regarding potential suppliers.</p> <p>The Entity does not procure any materials and supplies from any CAHRAs, which including Bauxite, Alumina, Aluminium alloy and additives.</p>
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Conformance	<p>The Entity has developed and systematically uses a documented Due Diligence System to identify and address risks sourcing from CAHRAs, including a strategy to respond to identified risks.</p> <p>Depending on the level of suppliers' risks, actions including specific engagement with suppliers, requiring suppliers to undergo detailed sustainability rating assessment through external tools, further investigation, Worker interviews, on-site Audits, post-Audit capacity building, or rejection of suppliers are all mechanisms that are used by the Entity.</p> <p>High-Risk suppliers require a greater degree of scrutiny and where required the Entity will facilitate a physical audit of a supplier. If the audit concludes in a global non-conformance, the supplier is systematically rejected by the Entity, even if it does not operate within a known CAHRAs.</p>
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	<p>The Entity's Due Diligence processes were included in the scope of this ASI Performance Standard Certification Audit and address this requirement.</p>
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	<p>The Entity publicly reports on the Due Diligence system and practices in its annual Sustainability Report. Information on Responsible Sourcing and Diligence system and practices is available in the 2023 Sustainability Report, pages 130-136:</p>



CRITERION	RATING	COMMENT
		<a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a>
9.9 Security practice	Conformance	The Entity has implemented Security practices that respect Human Rights. The Entity has engaged a private Security service provider and ensures and requires that Security practices include the Voluntary Principles on Security and Human Rights.
<b>10. LABOUR RIGHTS</b>		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	This Criterion is not applicable to the Entity as it complies with the Applicable Laws regarding Freedom of Association and Collective Bargaining in the United Araba Emirates.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	<p>The Entity is committed to ensuring adequate employment, work and living conditions. This commitment is stated in the Code of Ethics and is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>The Entity implements systems and mechanisms to manage employment, work and living conditions in a way to respect all Workers' rights. Tools are in place to encourage feedback from employees regarding potential improvement of work conditions.</p> <p>A confidential external channel is available to each Worker to report any gap or incident regarding his/her employment, working and/or living conditions.</p>
10.2a-c Child Labour	Conformance	<p>The Entity does not hire direct or indirect employees under 18 years old and does not allow any supplier of products or services to hire employees under this age on any of its Facilities. The Entity's Policies, social management system, and employment rules are in place to prevent the employment of children.</p> <p>The Entity ensures that these Policies are applied throughout the hiring process, supplier declaration, and supply chain risk-based due diligence. Through its Policies and employment rules, the Entity does not engage in or support hazardous Child Labour or the worst forms of Child Labour.</p>
10.3a-c Forced Labour	Conformance	<p>The Entity is committed to not tolerate any form of Forced Labour against its direct and indirect employees nor contractors' employees. This commitment is stated in the Code of Ethics, which is available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>The Entity's Policies, social management system, and employment rules have been implemented to prevent Forced Labour. The Entity ensures that these policies are applied throughout Supply chain risk-based due diligence, internal audit process and other mechanisms.</p> <p>A confidential external platform is available to each employee to report any gap or incident regarding Forced Labour. The Entity's 2024 Modern Slavery Statement is available at: <a href="https://www.ega.ae/media/tlrkj4d/ega-2024-modern-slavery-statement.pdf">https://www.ega.ae/media/tlrkj4d/ega-2024-modern-slavery-statement.pdf</a></p>
10.4a-c Non-Discrimination	Conformance	The Entity is committed to not tolerating any form of Discrimination against its direct and indirect employees nor contractors' employees. This commitment is stated in the Code of Ethics, available at:

CRITERION	RATING	COMMENT
		<p><a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>The Entity's Policies, social management system, and employment rules are in place to prevent Discrimination. The Entity ensures that these policies are applied throughout Risk-based Due Diligence, an internal audit process, training, promotion and awareness to non-Discrimination and other mechanisms.</p> <p>A confidential external platform is available to each employee to report any gap or incident regarding any allegations of Discrimination.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has implemented an open communication and engagement process with Workers regarding working conditions and resolution of workplace and compensation issues, without threat of reprisal, intimidation or Harassment.</p> <p>Communication and engagement channels include, but are not limited to, employee surveys, 'town hall' meetings, toolbox discussions, Environment Health and Safety (EHS) meetings, an Employee Suggestion Scheme, a grievance handling process and an employee care helpline.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity is committed to not tolerate any form of Violence or Harassment against its direct and indirect employees nor contractors' employees. This commitment is stated in the Code of Ethics, available at: <a href="https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf">https://www.ega.ae/media/hrsfkigo/ega-code-of-ethics_en-2023.pdf</a></p> <p>The Entity's Policies, OH&amp;S Management System, and employment rules identify risks related to prevent, mitigate and address situations of Violence or Harassment.</p> <p>A confidential external platform is available to each employee to report any gap or incident regarding Violence or Harassment.</p>
10.7a-c Remuneration	Conformance	<p>The Entity's compensation system meets and exceeds national requirements for the disclosure of working conditions. Conditions regarding hourly wages, work weeks and hours, benefits, Overtime management, and the disclosure of pay summaries also exceed the national average for the same type of industry.</p> <p>Benchmarking studies are conducted regularly to ensure working conditions remain competitive and attractive, and to enable Workers to maintain an adequate and satisfactory standard of living.</p>
10.8a-c Working Time	Conformance	<p>Working conditions relating to hours worked by type of employment comply with National and International requirements, which are governed by internal rules and strict processes.</p> <p>The number of hours worked per day does not exceed an average of eight hours, calculated over a six-month period. Each additional hour of work is paid at least 1.5 times the regular hourly wage. No employee works more than six consecutive days.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity demonstrates conformance with labour rights and labour conditions requirements. All information to, and communication with employees are various, documented and frequent regarding issues including Working conditions, Child Labour, Discrimination, Human Rights, Human Trafficking, Living Wage and Vulnerable Groups.</p>

CRITERION	RATING	COMMENT
		A Dedicated Employee Care Centre resource has been established to receive any queries from employees regarding work conditions.
<b>11. OCCUPATIONAL HEALTH AND SAFETY</b>		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity maintains an Occupational, Health and Safety (OH&S) Management System, which is certified to ISO 45001:2018. Refer to: <a href="https://www.ega.ae/en/about-us/our-policies-and-certifications">https://www.ega.ae/en/about-us/our-policies-and-certifications</a>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity maintains an OH&amp;S Management System, which is certified to ISO 45001:2018. A review and updating of the Management System are maintained as per internal procedures.</p> <p>Key OH&amp;S performance indicators including a comparative analysis of performance with peer businesses and leading practices are publicly disclosed in the 2023 Sustainability Report, pages 76-87: <a href="https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf">https://www.ega.ae/media/grbkxew3/ega-2023-sustainability-report.pdf</a></p>
11.2 Employee engagement on Health and Safety	Conformance	<p>The Entity has established a periodic Health and Safety committee meeting for managers and Worker representatives to discuss Health and Safety performance and assess leading and lagging indicators.</p> <p>An ongoing OH&amp;S Initiatives &amp; Action Plan is also in place and managed by the Entity's Health and Safety Committee.</p>

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#### DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	9 May 2019	Initial Certification Audit
1	18 December 2019	Links to Sustainability Reports updated
2	20 November 2020	Surveillance Audit
3	9 May 2022	Re-Certification Audit
4	16 June 2023	Surveillance Audit and Scope Change; Scope Change to include the Al Taweelah refinery and the associated supply chain activity of Alumina Refining; and the Jebel Ali smelter, casthouse and facilities as a transfer from Certificate 149 (certification period validity of 4 August 2021 – 3 August 2024). Certificate reflects the resulting change in Entity Name.
5	25 August 2025	Re-Certification Audit and Scope Change – Full Certification Scope Change to apply Performance Standard V3.1. Extension of expiration date of previous Certification approved by ASI.