

KAISER ALUMINUM HUMAN RIGHTS POLICY

We operate under our Code of Business Conduct and Ethics that sets out our policies, responsibilities and expectations on matters concerning our business and employees, including compliance with laws and regulations, and working with our suppliers, customers, and other stakeholders. It is our overarching policy to always act legally and ethically in everything we do, and, in turn, we expect the same from our suppliers, customers and other stakeholders. This Human Rights Policy is aligned with our [Code of Business Conduct and Ethics](#) and [Supplier Code of Conduct](#).

We are committed to respecting, protecting, and promoting fundamental human rights consistent with our corporate values. We strive to respect and promote human rights in our relationships with our employees, suppliers, customers, and stakeholders and are guided by the principles of the International Bill of Human Rights (the Universal Declaration of Human Rights and the two international covenants) and the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work as they apply to our business and our operations. We communicate this policy to our employees as part of our annual code of conduct training and we expect our employees, suppliers, contractors, agents, and other business partners working on behalf of Kaiser to uphold this commitment.

Consistent with our corporate values and our Code of Business Conduct and Ethics, our Human Rights Policy, is administered by our executive team with oversight from our Board of Directors, and recognizes important elements consistent with our values, which include:

- Promoting an equitable workplace, prohibiting harassment and violence in any form, and a commitment to providing a safe workplace.
- Providing equal employment opportunities and prohibiting discrimination of any kind based on characteristics protected under applicable federal, state, provincial and local law, including discrimination based on race, color, religion, sex, national origin, sexual orientation, gender identity or expression, age, disability, pregnancy, and veteran status,
- Complying with all applicable laws upholding fair employment practices and human rights.
- Respecting employee rights to free association and collective bargaining.
- Providing a confidential reporting system where employees and others can report concerns and maintaining a robust process to investigate and address concerns that are reported.

Nondiscrimination and Anti-Harassment

Our goal is to attract, develop, promote, and retain the best people from any culture and segment of the population, based on ability. We provide equal opportunity in all aspects of employment and do not tolerate discrimination or harassment. Unwelcome sexual advances, derogatory comments based on racial or ethnic characteristics or sexual orientation, and similar types of harassment are strictly prohibited.

Rights of Children and Young Workers

We do not employ children or support the use of child labor. We do encourage the creation of educational, training or apprenticeship programs tied to formal education for young people.

Collective Bargaining and Freedom of Association

We respect the rights of our employees to join, form or not to join legally authorized associations and organizations without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

Freedom of Engagement

We believe that people should work because they want or need to, not because they are forced to do so. We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Health and Safety

A core value and priority for Kaiser Aluminum as a preferred employer continues to be the health and safety of our employees. It is important that every one of our Kaiser team members returns home safely each day. We believe operating safely is achievable even in a heavy manufacturing industry like aluminum processing and strive to comply with all health and safety regulations and require that employees and contractors operate in humane working conditions.

Supply Chain Responsibility

Aligned with our strong emphasis on corporate values, we source from reputable global suppliers and we expect all our suppliers to conduct business in a manner that respects human rights as described in this policy and is consistent with our Code of Business Conduct and Ethics and our Supplier Code of Conduct. We continue to implement new systems and processes to facilitate our ability to assess supplier code of conduct as well as supplier diversity.

Due Diligence and Stakeholder Involvement

Our corporate values include being a valued corporate citizen. We believe in being responsible and active members of our industry and the communities in which we operate. We strengthen our approach to addressing human rights on an ongoing basis. We are dedicated to continual human rights due diligence and engaging with our employees on ways to continue to improve our human rights approach. Since our business focuses on semi-fabricated aluminum products, it does not involve mining operations. Our manufacturing operations are in the United States and in Canada, and because of this we do not believe we are exposed to salient human rights risks, including forced labor, child labor, and inhumane working conditions. However, we remain committed to adopt programs addressing industry-specific exposure, where applicable to our business and operations.

Grievance Reporting Process

InTouch, our reporting hotline, is available to all our employees, directors, and business partners, including our customers and suppliers, and their employees and all other stakeholders. InTouch facilitates reporting on noncompliance with our Code of Business Conduct and Ethics as well as any laws and regulations related to our operations. We review all reports promptly, confidentially, and without

bias. We look to effectively address or remedy situations where human rights impacts or noncompliance may have occurred or been perceived as having occurred. InTouch can be contacted toll-free at 1-866-204-9793 or by email at info@getintouch.com.

This Policy reflects our corporate values, defines how we operate and reflects our expectations of our employees as it pertains to human rights.