

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) SUSTAINABILITY POLICY

1. PURPOSE

This policy aims to outline Lanka Aluminium's commitment to sustainable business practices. It provides a framework for integrating environmental responsibility, social impact, and governance standards into business operations. The policy reflects Lanka Aluminium's dedication to building long-term value while supporting the company's growth and enhancing its impact on the communities it serves.

2. SCOPE

This policy applies to all stakeholders, including employees, suppliers, customers, shareholders, and community members impacted by Lanka Aluminium's operations.

3. ENVIRONMENTAL SUSTAINABILITY

- **Carbon Footprint Reduction:** Lanka Aluminium will implement initiatives to minimize energy consumption, reduce greenhouse gas emissions, and invest in renewable energy sources.
- **Resource Management:** Efforts will be made to reduce waste and encourage recycling and sustainable resource usage. Procurement practices will prioritize environmentally responsible suppliers.
- **Sustainable Products:** The company will develop products that meet environmental standards, thereby contributing to sustainable construction solutions.
- **Compliance and Reporting:** Regular audits will ensure compliance with national and international environmental regulations, with periodic reporting to stakeholders on progress.

4. SOCIAL RESPONSIBILITY

- **Employee Welfare:** Lanka Aluminium is committed to fostering a safe, inclusive, and equitable work environment. Policies to ensure fair compensation, non-discrimination, and opportunities for growth will be implemented, along with regular training on workplace safety and respect for human rights.
- **Community Engagement:** Engaging local communities is a priority. Programs supporting education, health, and environmental stewardship will be developed. Lanka Aluminium will establish transparent grievance mechanisms for community feedback.

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- **Supplier and Partner Standards:** The company will work with suppliers and partners who share its commitment to ethical labor practices, including the elimination of child and forced labor.
- **Health and Safety:** Comprehensive health and safety protocols will be enforced to protect all employees and contractors on site.

5. GOVERNANCE AND ETHICAL CONDUCT

- **Board Oversight:** Lanka Aluminium's Board will oversee ESG strategy implementation and ensure alignment with company goals. Management will regularly report on ESG progress, including adherence to industry standards and best practices.
- **Anti-Corruption and Legal Compliance:** Lanka Aluminium enforces strict compliance with anti-corruption laws and ethical guidelines across all its operations. A whistleblower policy will provide a safe channel for reporting unethical conduct.
- **Transparency and Disclosure:** The company will maintain transparency in its ESG efforts by publishing an annual report on sustainability practices, which includes relevant metrics and compliance with regulatory frameworks such as the GRI Standards.

6. IMPLEMENTATION AND REVIEW

- **Strategy and Budget Allocation:** ESG initiatives will be supported by a dedicated budget to ensure consistent progress and impact.
- **Stakeholder Engagement:** Stakeholders, including employees, investors, and the community, will have access to mechanisms for feedback and suggestions related to ESG practices.
- **Monitoring and Evaluation:** The ESG Committee will oversee policy adherence and report biannually to the Board. The policy will be reviewed and updated at least once every two years to stay aligned with industry trends and regulatory changes.

Effective Date: This policy is effective from 1st October 2024.

Review Cycle: Every two years, with adjustments made as needed based on emerging best practices and stakeholder feedback.