



## **DIVERSITY, EQUITY & INCLUSION POLICY**

### **COMPANHIA BRASILEIRA DE ALUMÍNIO**

Approved by the CBA Board of Directors

Approved on: August 24, 2022

Applicable from the date of approval until a new decision by the Board of Directors

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# **CBA DIVERSITY, EQUITY & INCLUSION POLICY**

## **INTRODUCTION**

This “Diversity, Equity & Inclusion Policy” aims to lay down and enforce guidelines governing the conduct of the Company and its subsidiaries in respect of the commitment made by Companhia Brasileira de Alumínio (“CBA”) to eradicate any form of discrimination within the Company, providing equality and respect in the workplace and promoting the inclusion and valuation of human diversity.

## **REFERENCES**

### *Internal*

- CBA Code of Conduct
- Diversity, Equity & Inclusion Handbook
- Compliance Program Manual
- Compliance Leaflet
- Human Rights Policy
- Stakeholder Engagement and Relations Policy
- Integrated Management Policy
- Social Responsibility Policy
- Annual road map for Communicating Diversity, Equity and Inclusion
- Managerial Standard Mentorship Program(PG-CBA-AL-DHO-AID-0102)

### *External*

- Principles of the United Nations (UN) Global Compact
- UN Framework on Business and Human Rights
- UN Universal Declaration of Human Rights
- UN International Bill of Human Rights
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Charter on Children and Adolescents - Federal law 8.609 of 07/13/1990
- Brazilian General Data Protection Regulation - Federal law 13.709 of 08/14/2018
- Performance Standards of the International Finance Corporation (IFC)
- ASI – Aluminum Stewardship Initiative

## **SCOPE**

This Policy applies to CBA and its subsidiaries, covering all employees of the Company and its units, Executives, contractors, suppliers and other stakeholders. All clients, service providers, suppliers and other partners of CBA and its subsidiaries should read this Policy and abide by it, avoiding conflicts and violations.

## **EFFECTIVENESS**

This Policy is effective from the date it is approved and may be amended by decision of the CBA Board of Directors.

## **GENERAL PROVISIONS**

This policy shall be monitored by the CBA Board of Directors, Sustainability Committee, Executive Board and Diversity Committee, as applicable:

- The Board of Directors is tasked with a) approving this policy; b) demanding that all the Company's strategies, programs, projects and actions comply with and promote this Policy; c) systematically (at least twice a year) monitor the initiatives involving the topics of diversity, equity and inclusion; d) periodically reassess the suitability of the diversity, equity and inclusion strategy adopted by CBA.
- The Sustainability Committee is tasked with: a) evaluating updates and/or changes to this policy; b) updating and implementing the policy; and c) recommending and approving the policy to the Board of Directors.
- The Executive Board is tasked with: a) assuring that all programs, projects and initiatives carried out in the respective boards comply with the provisions of this Policy; b) working on the management and monitoring of initiatives within its board.
- The Diversity Committee is tasked with: a) updating this policy as and when necessary; b) assuring that all the programs, projects and initiatives carried out at the Company comply with the provisions of this Policy.

Non-compliance with the guidelines set out herein and the related laws to which CBA is subject, including due to omission, shall result in the imposition of disciplinary measures (verbal warning, written warning, suspension, and termination fairly or unfairly) and penalties established by law, the Code of Conduct and Consequences Management Policy of CBA.

We do not tolerate prejudice or discrimination on the basis of gender, color/race, age, disability, sexual orientation, background, nationality, religion, belief or any other intrinsic aspect of human diversity.

## **DEFINITIONS**

Officers: officers, board members and committee members.

CBA Code of Conduct: internal document called Code of Conduct approved by the CBA Board of Directors' meeting.

Diversity: This regards human plurality. People of other business colors and ethnicities, ages, sexual orientations, gender identities, physical and mental abilities, backgrounds, etc. It encompasses the vast range of individual traits and ways of being and existing in the world.

Employees: Employees hired and registered in accordance with applicable labor regulations.

Equity: The set of initiatives to reach genuine equality.

Suppliers and Contractors: any person or entity hired or engaged by CBA, such as: sales representatives, agents, consultants, lawyers, distributors, resellers, real estate agents, customs agents, service providers, shippers, and other suppliers, etc.

Minorities: people with identity markings belonging to historically excluded and/or vulnerable groups, such as black people, LGBTQIA+, people with disabilities, women and others.

Inclusion: Enhancing diversity by integrating people into the workforce. Equal access to jobs, benefits, salaries and opportunities.

Policy: this Diversity, Equity & Inclusion Policy.

## **CHAPTER 1. GENERAL GUIDELINES**

CBA's Diversity, Equity & Inclusion Policy is in line with the:

### FEDERAL CONSTITUTION OF BRAZIL

Art. 3 The fundamental objectives of the Federative Republic of Brazil are: IV - to promote the well-being of all, without prejudice as to origin, race, sex, color, age and any other forms of discrimination.

### UNIVERSAL DECLARATION OF HUMAN RIGHTS

Article I: All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

As part of CBA's commitment to building a fairer, healthier, more diverse and more democratic society, this Diversity, Equity & Inclusion Policy bolsters our commitment to promote equity and respect at the workplace and to eliminate any form of discrimination within the organization and our business affairs.

The guidelines in this Policy are:

- Valuing human and cultural diversity
- Having utmost respect all for people regardless of their gender, gender identity, color/race, age, physical or mental condition, sexual orientation, background, nationality, religion, belief system, or other aspects of human diversity
- Providing equal opportunities to all people at CBA, including equal compensation and treatment in performance assessments, development and promotions.
- Attracting diverse people and treating all employees and all candidates with dignity and respect, without tolerating any biased or discriminatory behavior.
- Including affirmative vacancies for minorities in recruitment processes, whenever possible.
- Promote accessibility and provide suitable technologies and safe and healthy working conditions to allow people with disabilities to work for us.
- Supporting new thinking and ideas and leveraging diversity of perspective to develop innovative solutions, products and services aligned with our business strategy

- Valuing partners - including suppliers, third parties customers and other Company stakeholders - that commit to supporting diversity, equity and inclusion in their business strategies, and preferentially do business with suppliers demonstrating diversity and plurality.
- Building systems of trust, guaranteeing psychological safety in which people are free to be themselves, able to share their ideas and express their opinions respectfully to others, through open and transparent dialog.
- Raise awareness so that minorities feel comfortable in using all of the Company's areas.
- Stimulate debate to raise the awareness of employees, contractors, suppliers, clients and communities about diversity and fight discrimination through inclusive communication campaigns and training, both internally and externally, devoid of stereotypes and prejudicial or discriminatory messaging.
- Train all employees at all hierarchical levels to drive engagement in diversity, equity and inclusion.
- Pursue accessibility mechanisms, whenever possible, for events and training.
- Promote engagement initiatives for contractors, in order to combat discriminatory practices and nurture diversity, equity and inclusion.
- Promote the creation of affinity groups to propose initiatives and monitor progress on the topic within the Company.
- Periodically disclose performance indicators and the result of diversity, equity and inclusion goals.
- Regularly reviewing our policies and codes to ensure that the principles of respecting and valuing diversity and human rights are adhered to, upheld and enhanced

## **CHAPTER 2. COMMUNICATION CHANNELS**

Regardless of their relationship with CBA, any stakeholder can contact the company through the available channels:

- Corporate Website: <https://cba.com.br/en/>
- Investor Relations website: <https://ri.cba.com.br/en/>
- ESG Website: <http://esg.cba.com.br/en/home-en/>
- LinkedIn: <https://www.linkedin.com/company/cbaoficial/>

- Instagram: <https://www.instagram.com/cbaoficial/>
- Ethics Line: a confidential whistleblower channel for internal and external stakeholders, available 24 hours a day on the telephone number (0800 89 8920791) and through the site (<https://cba.com.br/en/contato/linha-etica/>). All Employees, Executives, Contractors, Suppliers and other stakeholders who become aware of or suspect any real or imminent violation of this and/or other policies or applicable legislation shall reach out to our Ethics Line. Allegations shall be impartially and independently investigated and assessed by CBA's Conduct Committee. CBA reserves the right to take appropriate action to address any violations of the requirements established herein.