



HUMAN RIGHTS POLICY

We operate under our Code of Business Conduct and Ethics that sets out policies and responsibilities on all matters concerning our business and employees, including compliance with laws and regulations and working with suppliers. It is our overarching policy to act morally, legally and ethically at all time in everything we do, and in turn, we expect the same from our suppliers. Our Code of Business Conduct and Ethics can be found at:

<https://investors.kaiseraluminum.com/static-files/ae13eb54-3298-481d-9726-062291cf2fcf>

We believe respecting human rights is a fundamental part of our values and corporate responsibility. Consistent with our Code of Business Conduct and Ethics, our Human Rights Policy consists of the following principles:

Community Engagement

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.

Diversity, Inclusion and Prohibition of Harassment

Our goal is to attract, develop, promote, and retain the best people from all cultures and segments 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.

Freedom of Association

We respect the right 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.

Health and Safety

We strive to comply with all health and safety at work regulations and the requirement that employees and contractors operate in humane working conditions.

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.

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.

Supply Chain

We expect all of our suppliers to conduct business with the highest levels of integrity and ethical standards and in a manner consistent with our Code of Business Conduct and Ethics and this policy.

Hotline

Our hotline, In-Touch, is available to all of our employees, directors and contractors, as well as our business partners, their employees or their subcontractors. In-Touch enables the reporting of noncompliance by our employees and business partners, their employees or subcontractors.