



中鋼鋁業股份有限公司

C. S. ALUMINIUM CORPORATION



CSC GROUP

中鋼集團

## CSAC Human Rights Policy

C.S. Aluminium Corporation (CSAC) supports and observes the principles and spirit of international human rights conventions, including the “United Nations Universal Declaration of Human Rights”, the “International Covenant on Economic, Social and Cultural Rights”, the “International Covenant on Civil and Political Rights”, the “United Nations Global Compact”, as well as the “International Labor Organization Declaration on Fundamental Principles and Rights at Work”, while treating employees and contractors with dignity and respect as well as refraining from any breach or violation of human rights.

In order to implement its Human Rights Policy, CSAC regularly identifies the potential issues of human rights risks and conducts risk assessments. For those issues with actual negative impacts on human rights, CSAC also commits to plan and take remedial measures, and then discusses and continuously tracks improvements to effectively control and reduce human rights risks and achieve management goals.

CSAC’s Human Rights Policy is applicable to units at all levels. Ongoing improvements are also made to the management of human rights issues at the company. CSAC pays particular attention to the following issues:

- Prohibiting illegal discrimination to ensure equal work opportunity  
“Discrimination against job applicants or employees based on race, class, language, thought, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, appearance, facial feature, disability, zodiac sign, blood type, or past labor union membership is prohibited. CSAC promotes a diverse, inclusive, equal, and non-discriminatory work environment.”
- Prohibiting the use of child labor  
“CSAC adheres to government laws and regulations that prohibit the employment of individuals under the age of 16.”
- Prohibiting forced labor  
“CSAC respects the voluntary choices of all employees, including employment and resignation. Forced labor through the use of violence, coercion, fraud, or any other improper means is prohibited.”
- Assisting employees in maintaining physical and mental health and work-life balance  
“CSAC complies with relevant labor laws and regulations regarding working hours to ensure that each employee can balance their personal health, family, and work.”
- Providing a safe and healthy working environment  
“CSAC strives to establish a culture of occupational safety and take appropriate measures to prevent hazards when identified.”

President : 