



# Human Rights Policy

With this Policy we provide guidance and further interpretation of our fundamental commitment to respect Human Rights, consistent with the UN Universal Declaration of Human Rights. As stipulated in our Code of Conduct, we uphold the dignity, fundamental freedoms and human rights of our employees, contractors and the communities in which we live and work and others affected by our activities. We seek to ensure that key human rights impacts are embedded in internal risk assessment processes.

## **Our approach**

We do not tolerate any form of workplace discrimination, harassment or physical assault, or any form of child, forced, or compulsory labour. We seek to reflect the diversity of the communities in which we operate in our workforce. We respect the rights of our employees and contractors, including the freedom of association and collective bargaining.

Throughout our operations, we seek to avoid complicity in human rights abuses, and to uphold relevant international standards. We operate grievance mechanisms at all our operations for our stakeholders.

### **Our security procedures**

The security procedures at our operations, assets and projects are aligned with the Voluntary Principles on Security and Human Rights. These procedures are reinforced by risk assessments and incident reporting mechanisms, as well as training for our security staff and contractors.

### **Working in partnership**

We recognize that our operations have the potential to impact the communities where we operate. We seek to restore livelihoods and standards of living of communities or individuals affected by our activities.

We recognize the unique relationship that people have with the environment in which they live, and commit to an engagement process that is based on good faith negotiations and is consistent with traditional decision making processes.

In our dealings with our business partners, including contractors, suppliers and joint venture partners, we encourage them to respect our standards of conduct.

The policy is developed in accordance with the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core Conventions on Labour Standards, the Equator Principles, and the United Nations (UN) Guiding Principles on Business and Human Rights.

For more information, see the documents Our Values and Code of Conduct available on our website: <https://www2.ale.com.br/ale/#compliance>

