



1st of December 2025

Star Aluminium Environment, Health & Safety (EHS) Policy

At Star Aluminium, we conduct our business in a way that is protective of the health, safety and wellbeing of our people, those working on our behalf, our customers, the environment and the communities in which we operate.

OPERATING PRINCIPLES

- We conduct our operations with the belief that all incidents are preventable.
- We believe our leaders, managers, supervisors and employees are responsible and accountable for our Environmental, Health and Safety (EHS) culture, behaviour and performance.
- We consult with our employees on EHS topics, to ensure we embed a Zero Harm culture across the organization.
- We identify and prioritize EHS requirements arising from our business activities, products and services; we establish processes to assess, monitor, communicate and train employees on hazards and risks, and determine effective control methods to reduce impacts to people and the environment.
- We believe that all employees have the right to a safe and healthy workplace.
- We are committed to adhere to applicable EHS compliance obligations and internal standards.
- We are committed to continual improvement and the use of EHS management systems which are routinely assessed for effectiveness and revised as necessary.
- We set EHS goals and objectives, monitor performance and report our progress in an open and transparent manner.
- We strive to integrate sound EHS design principles and practices into our material supply, products, processes and services to support our customers' and suppliers' EHS goals and initiatives.
- We are committed to actively preventing occupational illnesses and injuries, to environmental protection, conservation of energy, water and raw materials, pollution prevention and greenhouse gas emission and waste reductions.
- We engage with our communities, stakeholders and shareholders and are committed to being a good neighbour and partner.
- We invest appropriate resources, tools and technology to support our company EHS vision and goals.
- We expect Star Aluminium employees to conduct their daily activities in a manner consistent with these operating principles.

Our signatures below demonstrate our personal commitment to this global policy.

A handwritten signature in black ink, appearing to read 'Ali Aydin'.

Ali Aydin
Director

A handwritten signature in black ink, appearing to read 'Naz Ozturk'.

Naz Ozturk
Managing Director

A handwritten signature in black ink, appearing to read 'Peter Mitrevski'.

Peter Mitrevski
General Manager

A handwritten signature in black ink, appearing to read 'Hadi Issa'.

Hadi Issa
National Sales Manager