



## **Century Aluminum Company**

### **Health, Safety, and Sustainability Policy**

Nothing is more important than the health and safety of our employees and the members of the communities in which we do business. We are committed to providing a safe working environment for all of our employees, visitors and contractors. It is our policy to comply fully with applicable environmental laws and regulations, health and safety laws, and safe work practices, and to develop and implement programs at each of our operations to facilitate compliance with such laws and regulations by our employees, visitors, suppliers and contractors.

This health, safety, and sustainability policy (the "Policy") applies to Century Aluminum Company and all of its subsidiaries (collectively referred to as the "Company", "we", and "our"). All employees and non-executive directors of the Company are responsible for understanding and complying with this Policy as well as our Code of Ethics and other applicable policies.

#### **Employee Health and Safety**

We are committed to the highest possible health and safety performance across our operations. We strive for zero injuries and accidents, to foster systems and processes aimed to continuously improve our health and safety performance and to integrate risk management relating to health and safety into all aspects of our operations. We have adopted safety policies and procedures for each of our operations setting out our values and expectations for ourselves and our contractors and suppliers with respect to safety and requiring full compliance with all applicable federal, state, and local health and safety laws, rules, and regulations. Safety is everyone's responsibility, and we expect each of our employees, contractors and suppliers to support our commitment to safety by working in compliance with all applicable safety laws and our Company-wide and individual site policies.

#### **Protection of the Environment**

We are committed to the highest possible environmental standards across all of our operations, as evidenced by our continued focus on reducing the carbon footprint of our aluminum products and working to minimize greenhouse gas emissions. We strive to effectively manage our impact on the environment through a variety of methods including the use of renewable resources to generate power for certain of our operations, the use of our low-carbon products, the responsible and efficient management of any hazardous and non-hazardous waste, and the sustainable recycling and disposal of aluminum and other by-products produced during the aluminum production process.

#### **Implementation and Reporting**

This Policy constitutes a key part of our corporate compliance policy program and is integrated into our annual compliance training for our employees. Concerns regarding any abuses or violations of this Policy should be communicated to your supervisor, any member of human resources or site management, or to the General Counsel.

Reports can also be made anonymously through our independent third-party reporting system, Ethical Advocate. Reports made through this reporting system can be made 24 hours a day, any day of the year

by calling 877-908-1431 in the U.S., 354-800-9610 in Iceland, 31 08000229839 in the Netherlands, or through the following websites:

**United States or the Netherlands**

<https://century.ethicaladvocate.com/>

**Iceland**

<https://nordural.ethicaladvocate.com/>

All reports will be taken seriously, and investigated to determine if a violation has occurred. This is no penalty for reporting a violation of this Policy in good faith and we do not permit retaliation against any individual for making such a report.