



## **CENTURY ALUMINUM COMPANY**

### **CODE OF ETHICS FOR SUPPLIERS AND BUSINESS PARTNERS**

This Code of Ethics for Suppliers and Business Partners (the "Code") applies to all suppliers, business partners, vendors, contractors, agents, and consultants of Century Aluminum Company and its subsidiaries (collectively referred to as the "Company", "us", "we", and "our"). For purposes of this Code, "Business Partners" shall mean any individual or legal entity (i) which provides goods and/or services to us or (ii) with whom we have a business relationship, and shall include the employees, directors, officers, agents, contractors, and subcontractors of such person or legal entity. All of our Business Partners are responsible for understanding and complying with this Code as well as all other applicable Company policies when working with or on behalf of us. Business Partners further agree that they are responsible for the conduct, behavior, performance, and supervision of any of their personnel, contractors, and subcontractors who may be working on our property or doing work on behalf of us and each such individual shall be in full compliance with this Code.

We are committed to the highest standards of honest and ethical behavior and integrity in carrying out our business activities. This Code sets forth guidelines for deterring wrongdoing and promoting conduct among our Business Partners in accordance with such standards.

### **COMPLIANCE WITH LAWS**

Business Partners shall comply with all applicable laws, rules, and regulations, including, without limitation, regulations related to the environment, employment and labor, human rights, health and safety, safe workplace practices, and competition/anti-bribery, and shall refrain from any form of illegal, dishonest, or unethical conduct.

### **EMPLOYEE SAFETY**

Business Partners shall provide a safe working environment for all employees and shall comply fully with all applicable federal, state, and local health and safety laws, rules, and regulations. Business Partners shall have adopted safety policies and procedures for their operations in accordance with best practices for their industry and business.

### **PROTECTION OF ENVIRONMENT**

Business Partners shall comply with all environmental laws applicable to their business and conduct their business in such a manner as to reflect our commitment to the highest possible environmental standards.

### **HUMAN RIGHTS AND WORKING CONDITIONS**

Business Partners will ensure that their employees are treated fairly and equally and are not harassed or discriminated against.

Business Partners will ensure their employees are paid in a reasonable and timely manner and that they comply with all applicable law and regulation concerning working hours.

Business Partners' hiring and employment practices shall comply with all applicable laws relating to minimum age requirements and child labor regulations and shall not use forced labor, child labor or human trafficking of any kind in connection with their operations.

We expect all Business Partners to follow similar workforce policy standards as set forth in the Century Code of Ethics. Business Partners shall respect and uphold the values set forth in internationally recognized and accepted labor rights, including those of freedom of association and the right to collective bargaining within national laws and regulations.

### **SUPPLY CHAINS**

Business Partners shall seek to drive respect and accountability for the principles incorporated herein throughout their supply chains.