



## HUMAN RIGHTS POLICY

### PROMOTING HEALTH AND SAFETY

BNI is committed to work towards a goal of zero accidents, injuries and general well being in the workplace. This is endorsed by the Health and Safety Policies and Procedures that promote our philosophy of Safe Sustainable aluminium.

### LABOUR

**Abolishing Child Labour :** BNI opposes the use of child labour. We will work in collaboration with subcontractors and suppliers to prevent and remove any instances of child labour in a manner that is consistent with the best interests of the child.

**Eliminating Forced or Compulsory Labour :** BNI opposes the use of forced or compulsory labour. We will also work with our subcontractors and suppliers to avoid indirectly benefiting from or promoting such illegal practices.

**Upholding Conditions of Employment :** BNI complies with all laws regarding conditions of employment including basic and over-time working hours, and will abide by agreements negotiated with our employee representatives.

**Eliminating Unlawful Discrimination in the Workplace :** BNI is committed to ensure that each employee and potential employee is treated with fairness and dignity. Accordingly, any unlawful discriminatory practice based on race, colour, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or any other basis will not be tolerated. The Company seeks to provide each employee with equal opportunity for advancement without discrimination.