

Statement of the Daiki Aluminium Industry Group Concerning the Modern Slavery Act (FY2023)

Daiki Aluminium Industry Co., Ltd. (hereinafter referred to as the “Company”) complies with the 2015 Modern Slavery Act and discloses the following policies and initiatives to prevent the occurrence of modern slavery and human trafficking in the Company and its affiliates (hereinafter referred to as the “Daiki Aluminium Group”).

1. About the Daiki Aluminium Group

The Company is a manufacturer of aluminium secondary alloys headquartered in Osaka, Japan. Since the beginning of operation, the Company has used aluminium scrap as its main raw material and has played a part in aluminium recycling. The Daiki Aluminium Group consists of six affiliates in Japan and 17 affiliates overseas and has 1,268 employees on a consolidated basis (as of December 31, 2023). The Daiki Aluminium Group operates core secondary aluminium alloy businesses, as well as wholesale businesses for non-ferrous metal scrap in supply chains, aluminium die casting businesses, and melting facilities for die casting and cast alloys in 11 countries. Although the Group does not have any direct bases or affiliates in the UK, it uses non-ferrous metal scrap generated in the UK as materials.

- Business outline

<https://daikialuminium.com/overview/>

- Corporate philosophy

<https://daikialuminium.com/philosophy/>

2. Policies for the prevention of slave labour and human trafficking

In relation to human rights, the Daiki Aluminium Group has established the Daiki Aluminium Industry Group Human Rights Policy and stipulated that the Group supports and respects international standards concerning human rights, including the International Bill of Human Rights (UN), International Labour Organization Declaration on Fundamental Principles and Rights at Work, and Guiding Principles on Business and Human Rights (UN). In addition, in order to realize its corporate philosophy, the Daiki Aluminium Industry Group Code of Ethics (hereinafter referred to as the Group Code of Ethics), which defines matters to be observed by officers and employees of the Daiki Aluminium Group, stipulates that the Daiki Aluminium Group shall respect human rights; prohibit discrimination or harassment of any kind on the basis of nationality, race, ethnicity, gender, age,

religion, creed, social status, disability, etc.; ensure equal employment opportunities; and maintain healthy and comfortable work environments. Furthermore, the Daiki Aluminium Industry Group Basic Policy for Responsible Procurement stipulates that the Daiki Aluminium Industry Group shall take into consideration compliance with laws and social norms related to the entire supply chain, conservation of the environment and resources, and respect for human rights and promote fair and impartial procurement activities in all business activities.

- Daiki Aluminium Industry Group Human Rights Policy
<https://daikialuminium.com/csr/social/human-rights-initiatives/>
- Daiki Aluminium Industry Group Code of Ethics
https://daikialuminium.com/csr/social/human_rights/
- Daiki Aluminium Industry Group Basic Policy for Responsible Procurement
<https://daikialuminium.com/csr/social/responsible-procurement-basic-policy/>

3. Process for preventing slave labour and human trafficking in the Daiki Aluminium Group and supply chains

As a process for preventing slave labour and human trafficking, the Daiki Aluminium Group has established a human rights due diligence system based on the Daiki Aluminium Industry Group Human Rights Policy to identify, assess, and establish mechanisms to address human rights risks at each Daiki Aluminium Industry Group company in the supply chain.

4. Training and other efforts for preventing slave labour and human trafficking

In accordance with the Group Code of Ethics and other regulations, the Daiki Aluminium Group disseminates to officers and employees of each Group company information about compliance and respect for human rights, including the prohibition of discrimination, respect for diversity, and prohibition of child labour and forced labour.

In addition, the Daiki Aluminium Group has established internal regulations aimed at early detection and remediation of harassment and other human rights issues, as well as compliance issues, and has established contact points for internal reporting for officers and employees. In fiscal 2022, there were no internal reports or consultations concerning forced labour, human trafficking, child labour, or other such violations of the UK Modern Slavery Act.

5. Future efforts

We will continue to carry out annual human rights risk surveys for the Daiki Aluminium Group and promote continuous efforts to respect human rights in accordance with the human rights due diligence system defined in our internal regulations. At the same time, we will also distribute self-assessment questionnaires to suppliers in order to comprehend their risks. In training at each level, we will continue to disseminate information about the various regulations concerning human rights and to enhance the content of our human rights education.

Through these efforts, we will continue to take appropriate measures to ensure that no slave labour or human trafficking occurs within the Daiki Aluminium Group and its supply chain.

6. Approval of the Board of Directors

This statement was approved by the Board of Directors of Daiki Aluminium Industry Co., Ltd. on April 9, 2024, and signed by President Shigenori Hayashi.

April 9, 2024

Shigenori Hayashi, President

Daiki Aluminium Industry Co., Ltd.