

# Social and Ethical Management System Policy



JW Aluminum® cultivates a strong company culture called WIN. Our WIN culture drives everything we do – our Vision, our Strategies, and our Target Behaviors.

JW Aluminum's company Vision is to become The Leading Aluminum Rolled Products Company in the World. Our goal is to Secure the Future for all of our stakeholders safely, successfully, and sustainably. To achieve this, our Vision and Target Behaviors must be put into practice every day. The JW Aluminum Team commits to:

**E**nsuring we are a responsible and accountable corporate citizen by following applicable laws and ethical business practices

**T**ransparency and accountability in all aspects of JW Aluminum's activities and practices

**H**aving a diverse and inclusive work environment

**I**mplementing mechanisms for teammates and other stakeholders to voice concerns and offer feedback on JW Aluminum's activities and practices

**C**omplying with the Code of Conduct

**S**howing respect for our stakeholders



## THE JW VISION



**Take Responsibility**

## TARGET BEHAVIORS



A handwritten signature in black ink, appearing to read 'Ryan Roush'.

Ryan Roush  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Phil Cavatoni'.

Phil Cavatoni  
Chief Financial Officer