

Modern Slavery Statement

Alumex PLC

1. Introduction

This Modern Slavery Statement which is issued by Alumex PLC outlines the actions taken to identify, prevent, and mitigate risks of modern slavery and human trafficking within our operations and its direct suppliers. supplychains.

We recognize that modern slavery, including forced labour, child labour, servitude, and human trafficking is a serious violation of human rights, as defined by the International Labour Organization. We are committed to upholding ethical business practices and ensuring that such practices do not exist within our direct sphere of influence.

2. Organizational Structure, Operations, and Supply Chains

Alumex PLC, which is a subsidiary of Hayleys PLC, is a fully integrated manufacturer of extruded Aluminium profiles for architectural, hardware and light engineering purposes with an extensive range of commercial, industrial and residential applications which headquartered in Sri Lanka, with primary manufacturing operations located in Pattiwila Road, Sapugaskanda, Makola.

Our core activities include:

- Manufacturing of standard and customized extruded Aluminium profiles
- Surface finishing (Powder Coating, Anodizing, Wood Effect finishes etc)
- Manufacturing of recycled Aluminium billets.
- Design and manufacturing of dies for Aluminium extrusions
- Distribution of company products to domestic and international markets

Our supply chains include:

- Aluminium billet, scrap and alloy suppliers
- Chemical and coating suppliers
- Packaging, logistics, and other service providers

3. Policies and Governance Framework

We maintain a zero-tolerance approach to modern slavery and have established the following policies:

- Human Rights Policy
- Alumex Code of Conduct

- Supplier Code of Conduct
- Responsible Sourcing Policy

These policies are aligned with international frameworks including the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance and the Aluminium Stewardship Initiative (ASI) Performance Standard. Responsibility for implementation lies with senior management, with oversight from the Board of Directors.

4. Risk Assessment

We adopt a risk-based approach to identify and assess modern slavery risks across our operations and supply chains. Key risk areas include upstream Aluminium supply chains, higher-risk jurisdictions, and third-party labor services. Our direct workforce in Sri Lanka is considered low risk due to strong labor regulations.

5. Due Diligence Processes

We have implemented due diligence processes to prevent and mitigate modern slavery risks, including:

- Supplier onboarding procedures incorporating social compliance screening
- Contractual clauses requiring compliance with labor and human rights standards
- Periodic supplier evaluations and audits (where applicable)
- Traceability initiatives for raw materials, where feasible

We shall continue to strengthen these processes in line with ASI requirements and OECD-aligned due diligence expectations.

6. Supplier Engagement and Expectations

We shall communicate clear expectations to suppliers through our Supplier Code of Conduct, that requiring prohibition of forced, bonded, or child labor, fair wages and working conditions, freedom of association and non-discrimination and transparency in labor practices

Suppliers are expected to cascade these requirements to their own supply chains.

7. Training and Awareness

We provide training and awareness programs for relevant employees, particularly in procurement and supply chain management, human resource & administration, and relevant operational leadership teams.

Training shall cover the identification of modern slavery indicators, ethical sourcing, and reporting mechanisms.

8. Monitoring and Effectiveness

We assess the effectiveness of our actions through internal audits and ASI-related assessments, supplier performance reviews and monitoring of corrective actions

9. Grievance Mechanisms and Remediation

We provide accessible grievance mechanisms for employees and stakeholders, including internal reporting channels and whistleblower mechanisms. All concerns are investigated promptly, and where issues are identified, we implement corrective and remedial actions, including supplier engagement or termination if necessary.

10. Continuous Improvement

We are committed to continuously strengthening our approach by expanding supplier due diligence coverage, increasing training and awareness programs and aligning with evolving international standards

11. Approval

This statement has been approved by the Board of Directors of Alumex PLC and will be reviewed periodically where it is deemed necessary.