



WORKPLACE VIOLENCE AND HARASSMENT

Indalco recognizes that workplace violence and harassment must be addressed, and, therefore, has adopted a zero tolerance policy for workplace violence and harassment.

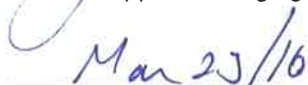
This means Indalco will not tolerate violence/harassment in the workplace and will make every reasonable effort to prevent violence or threats of violence and harassment from occurring.

Indalco prohibits violence, threats of violence, intimidation, harassment, coercion, or other threatening behavior towards people or property. Complaints involving workplace violence will not be ignored and will be given the serious attention they deserve. Individuals who violate this policy may be removed from Indalco property and are subject to disciplinary and/or personnel action up to and including termination, consistent with Indalco policies, rules, and/or referral to law enforcement authorities for criminal prosecution.

Indalco, at the request of an employee or at its own discretion, may prohibit members of the public, including family members, from seeing an employee on Indalco property. This policy particularly applies in cases where the employee suspects that an act of violence will result from an encounter with said individual(s)



Joe Cacioppo - Managing Director



Date



ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Indalco Alloys considers the protection of health, safety and the environment a fundamental responsibility and a priority governing all of its operations.

We are dedicated to the protection of the health and safety of our employees, neighbours and customers, while minimizing our impact on the environment. In these areas, we will work to continuously improve our performance.

In support of these principles, we encourage employees to act accordingly:

- To adopt these principles for all related activities, products and services of Indalco's operations.
- To comply with all applicable legal and other requirements to which the organization subscribes.
- To take necessary measures to prevent pollution and conserve natural resources.
- To implement relevant emergency response plans and procedures.
- To communicate internally and externally our commitment to the protection of health, safety and the environment and provide training.
- To systematically evaluate and report on our performance through selected evaluation tools.



Joe Cacioppo - Managing Director


Date

