CODE OF CONDUCT

INEX







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Introduction

This Code of Conduct sets out the standards of behaviour expected of everyone at INEX. It's your guide to doing the right thing — every day.

INEX shapes sustainable futures through reliable aluminium supply, trusted partnerships and meaningful employment.

Our people play a critical role in bringing this purpose to life every day.

The decisions we make, the way we treat others, and how we work together all contribute to the success of our people, customers and community.



Something doesn't look right? Speak up.

Our confidential whistleblowing service enables you to report anything you see that goes against our values or expectations.

You can make a confidential report through our EAP provider - Habit Health - by scanning the QR code.



How we work

People are our greatest strength.

Our success is built on the relationships we have with one another, our customers, suppliers and community. Those relationships are strengthened by the choices we make, the standards we uphold and the way we work together every day.

The way we treat others, approach our work and respond to challenges shapes the culture we create, the trust we build and the reputation of INEX.

This Code of Conduct brings together the standards and expectations that guide how we work. While every role is different, the principles are the same for everyone.

Together, they help us create a workplace that is safe, respectful, accountable and built for the future.



Together, we...



Respect people
Treat others fairly, with dignity and respect.



Keep people safe
Look after yourself and others.



Act with integrity
Do the right thing, every day.



Operate responsibly
Use resources responsibly.



Protect information and assets
Consider the impact of your actions.



Speak up
Raise concerns and ask questions when something doesn't seem right.

We respect people

The way we treat people matters. Respect, fairness and inclusion help INEX to be a place where everyone can contribute, grow and succeed.



INEX brings together people with different roles, backgrounds, experiences and points of view. The way we treat one another shapes the kind of workplace we create and the relationships we build with customers, suppliers and the wider community.

Respect means listening, acting fairly and recognising the rights and dignity of every person we work with or whose lives may be affected by what we do.

OUR COMMITMENTS

People are at the heart of INEX. We are committed to treating people fairly, with dignity and respect.

We value different backgrounds, experiences and perspectives, and believe everyone should be able to contribute without fear of discrimination, harassment or unfair treatment.

We respect human rights and support fair employment practices across our operations and supply chain. This includes our commitment to preventing forced labour, child labour, discrimination and other forms of human rights abuse.

We support equal opportunity, fair remuneration, open communication and access to appropriate ways for people to raise concerns.



YOUR RESPONSIBILITIES

✓ Treat others with dignity, professionalism and respect.

✓ Help create a workplace where people feel welcome, included and supported.

✓ Speak up if you witness or experience behaviour that does not align with our expectations.

RELATED POLICIES

→ Human Rights Policy

→ Gender Equity Policy

→ Bullying, Harassment and Discrimination Policy

→ Diversity and Inclusion Policy

→ Remuneration Policy

→ Aluminium Supply Chain Responsibility Policy.

We keep people safe

Safety is everyone's responsibility. By looking after ourselves and each other, we help create a workplace where everyone can do their best work and return home safely.



Every decision we make at work can affect the safety and wellbeing of others.

Whether we are operating equipment, moving around our sites, visiting a customer or working in an office, we need to understand the risks around us and take responsibility for how we act. Keeping people safe is not limited to preventing physical harm. It also means creating a workplace where people are respected, concerns are heard and everyone can carry out their work without bullying, harassment or intimidation.

OUR COMMITMENTS

INEX is an active manufacturing environment, where we all need to do the right thing to keep ourselves and others safe.

We are committed to providing a safe, healthy and respectful workplace. We believe injuries, illnesses and harm are preventable, and that everyone has a role to play in making sure people go home safely at the end of each day.

Keeping people safe also means creating a workplace where people are treated with dignity and respect. Bullying, harassment, violence and other inappropriate behaviour are not acceptable at INEX and will be taken seriously.

INEX is a drug and alcohol-free workplace.



YOUR RESPONSIBILITIES

- ✓ Contribute positively and strive for continuous improvement.
- ✓ Follow health and safety procedures and Standard Operating Procedures (SOPs).
- ✓ Report hazards, incidents, near misses and incident-free events (IFEs).
- ✓ Stop and speak up if work cannot be carried out safely.
- ✓ Treat others with respect and contribute to a positive workplace culture.
- ✓ Speak up if you experience or witness bullying, harassment or other inappropriate behaviour.
- ✓ Never work under the influence of drugs or alcohol.

RELATED POLICIES

→ Health and Safety Policy

→ Drug and Alcohol Policy

→ Bullying, Harassment and Discrimination Policy

→ Incident Reporting Procedure.

We act with integrity

Trust is built through everyday actions. Acting honestly, ethically and responsibly helps protect our reputation and strengthens the relationships we rely on.



How we do business is just as important as what we achieve. Every day, we make decisions that affect our colleagues, customers, suppliers and community. Acting with integrity means being honest, doing the right thing, following the law and taking responsibility for our actions.

OUR COMMITMENTS



At INEX, we are committed to acting honestly, ethically and lawfully. We do not tolerate bribery, corruption, fraud, money laundering or any conduct that could compromise our integrity, our reputation or the trust others place in us.

INEX does not make political donations or contributions. Anyone taking part in political activity must do so in a personal capacity and must not use INEX's time, equipment, facilities or resources for political purposes.

Any actual or perceived conflicts of interest need to be declared and managed appropriately. Concerns about unethical, unlawful or inappropriate behaviour can be raised through our confidential reporting channel and will be investigated.

YOUR RESPONSIBILITIES

- ✓ Always act honestly and lawfully.
- ✓ Follow all applicable laws, regulations and INEX policies.
- ✓ Never offer, request or accept bribes and avoid situations where personal interests could conflict with the interests of INEX.
- ✓ Declare any actual, potential or perceived conflicts of interest.
- ✓ Ensure business records, information and transactions are accurate and truthful.
- ✓ Speak up if you become aware of unethical, unlawful or inappropriate conduct.

RELATED POLICIES

→ Human Rights Policy

→ Gender Equity Policy

→ Bullying, Harassment and Discrimination Policy

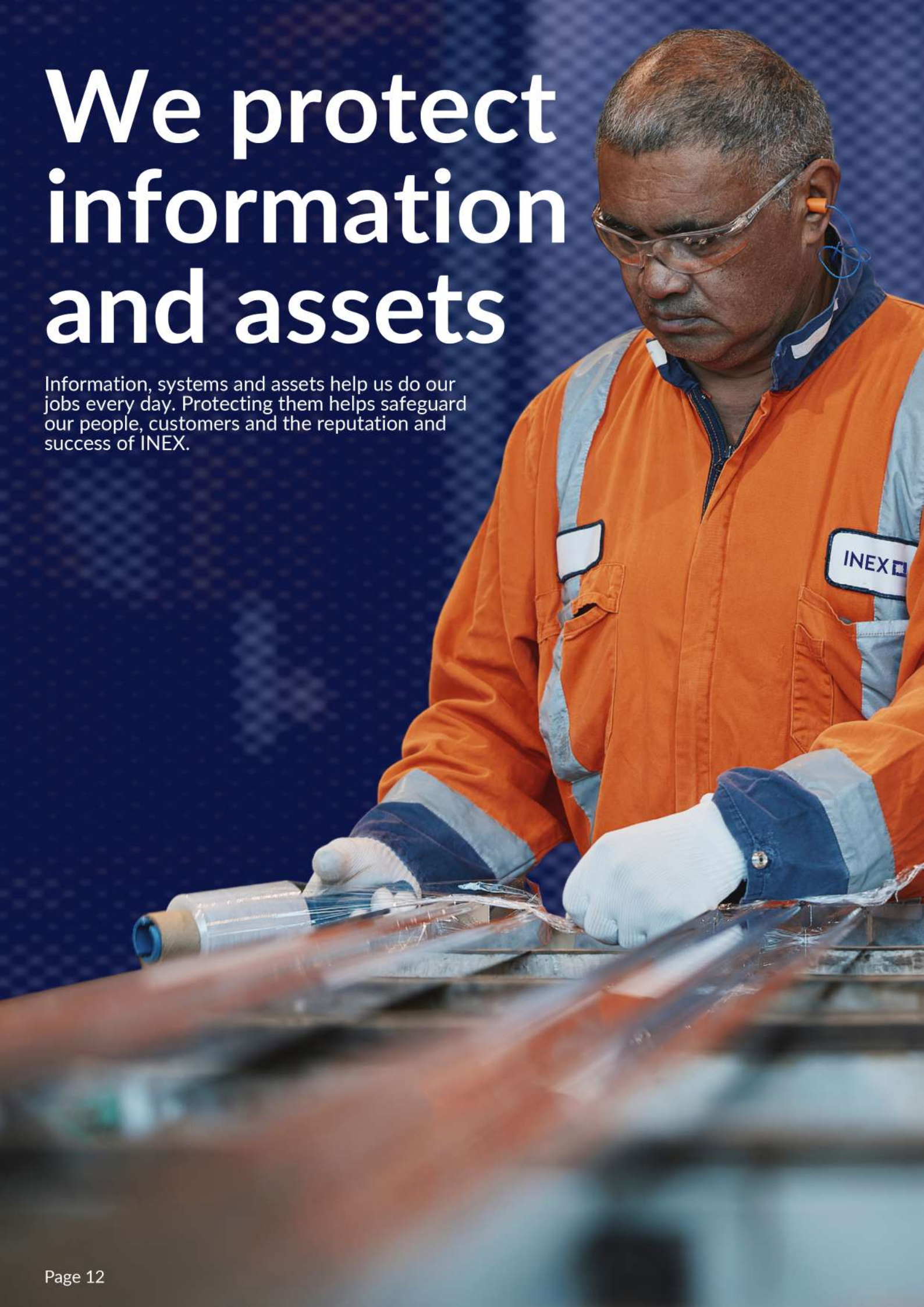
→ Diversity and Inclusion Policy

→ Remuneration Policy

→ Aluminium Supply Chain Responsibility Policy.

We protect information and assets

Information, systems and assets help us do our jobs every day. Protecting them helps safeguard our people, customers and the reputation and success of INEX.



Information, equipment, systems and other company assets help us do our jobs every day. Whether we're working with sensitive information, operating machinery, or accessing business systems, we all have a responsibility to protect the resources entrusted to us. Using them appropriately and responsibly helps keep our people safe, supports our customers and protects our long-term success.

OUR COMMITMENTS

We are committed to protecting confidential information, respecting privacy, and maintaining secure systems and business records.

We collect and manage personal data in line with our legal obligations. Confidential, commercially sensitive and personal information must only be accessed, used or shared for legitimate purposes and with the right authorisation.

Company systems and communication tools are provided to support our work. They must be used appropriately, securely and in a way that protects our information, systems and reputation.



YOUR RESPONSIBILITIES

- ✓ Protect confidential, commercially sensitive and personal information.
- ✓ Only access, use or share information when authorised to do so.
- ✓ Respect the privacy of colleagues, customers, suppliers and other stakeholders.
- ✓ Use company systems, equipment and communication tools appropriately.
- ✓ Ensure business records, information and transactions are accurate and truthful.
- ✓ Report any suspected misuse, unauthorised disclosure or loss of information or assets.

RELATED POLICIES

→ Confidentiality and Business Security Policy

→ Information Technology Policy.

We operate responsibly

The decisions we make today can have lasting impacts. By acting responsibly, we help support our customers, community, environment and future success.



The decisions we make don't just affect us; they can impact our customers, suppliers, community and the environment.

We believe operating responsibly means considering those impacts, following through on our commitments and doing the right thing, even when no one is watching.

This applies to the way we source materials, use resources, manage waste, work with suppliers and operate every day.

OUR COMMITMENTS

We operate responsibly by making decisions that support the long-term success of our people, customers, suppliers, and community. We source materials responsibly, meet our legal and trade obligations, use resources efficiently, and look for opportunities to reduce our environmental impact.

We also recognise our role in supporting sustainable futures and protecting areas of environmental and cultural significance through our commitment not to initiate projects within world heritage sites.

YOUR RESPONSIBILITIES

Everyone at INEX is expected to:

- ✓ Make responsible decisions in their day-to-day work.
- ✓ Follow policies, procedures and legal requirements.
- ✓ Use resources efficiently and minimise waste where practical.
- ✓ Support responsible sourcing and ethical business practices.
- ✓ Report environmental incidents, spills or other concerns.
- ✓ Look for opportunities to continuously improve how we work.
- ✓ Speak up if something doesn't seem right.

RELATED POLICIES

- → Environmental, Social and Governance Policy
- → Responsible Sourcing Policy
- → Aluminium Supply Chain Responsibility Policy
- → Environmental and Social Impact Assessments Policy
- → Product Design Policy
- → Aluminium Process Scrap Policy
- → Biosecurity and Alien Species Policy
- → Protected Areas and World Heritage Sites Policy
- → GHG Emissions Reduction Plan.

We speak up

Doing the right thing is one of the most important responsibilities we share.



If something doesn't seem right, whether it's a safety concern, inappropriate behaviour, a breach of policy or any other situation that doesn't feel right to you, we encourage you to speak up.

Raising concerns helps us address issues early, support one another and maintain the standards expected of everyone at INEX.

YOUR RESPONSIBILITIES

Everyone at INEX is expected to:

✓ Raise concerns about unsafe, unethical or inappropriate behaviour.

✓ Report hazards, incidents or suspected breaches of policy.

✓ Ask questions if you are unsure of the right course of action.

Where to get help

If you have a question or concern, you can:

- Speak to your supervisor, manager or HR
- Raise an anonymous complaint through our confidential whistleblowing service.

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INEX

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