



## DIVERSITY, EQUITY, INCLUSION & BELONGING POLICY

### Introduction

Kaiser Aluminum holds an unwavering commitment to diversity, equity, inclusion and belonging (DEIB) in the workplace. Consistent with our corporate values and our Code of Business Conduct and Ethics:

- We strive to create a company culture where people feel comfortable and encouraged to bring their whole selves to work
- We believe that the diverse range of perspectives, backgrounds, cultures, and experiences within our workforce promotes productive collaboration, encourages disruptive innovation, and enhances our performance
- We do not tolerate discrimination of any kind, including discrimination related to race, color, religion, age, sex, sexual orientation, gender, social or national origin, physical or neurological ability, or any other classification.
- We work to truly foster an atmosphere of complete inclusivity in which all Kaiser employees can work without fear of discrimination or harassment.

This DEIB Policy aligns with our Code of Business Conduct and Ethics and is overseen by our Board of Directors through its ESG Committee and our executive leadership team.

### Diverse Recruitment

We are committed to recruiting a workforce that reflects the diversity of the communities in which we operate. For this reason, we have undertaken multiple initiatives, which go beyond legal compliance, to identify and recruit diverse talent. Our DEIB efforts have included leveraging and fostering relationships with educational institutions, professional groups and employment agencies to expand our pool of potential candidates and employees to achieve a more diverse workforce; using internships as an opportunity to attract diverse candidates; implementing effective and targeted awareness training; and considering DEIB as part of the selection process for internal and external training and development opportunities. We also monitor and review the gender and ethnic diversity of job applicants and new hires to evaluate our efforts to increase our diversity.

### Creating an Inclusive Environment

At Kaiser, we recognize the importance of cultivating an environment where all employees feel supported and included. To make our workplace as inclusive and safe as possible, we use DEIB modules and other training to increase awareness and training for new salaried employees, executives, front line supervisors and HR managers, among others. To help ensure that our employees feel a sense of belonging at work, as we move forward we expect to expand the use of our five existing affinity groups at our Warrick facility to employees at our other locations. These affinity groups are voluntary,

completely employee-led, and designed to foster diversity and provide people with a space to connect with coworkers.

In addition to our Kaiser Leadership Program, Front Line Leader Development Program and Kaiser University, we have a Metallurgy Excellence and Technical Strength Program, which enables our newer metallurgists to partner with more experienced metallurgists and technical experts throughout Kaiser to create individually tailored development of technical strength plans. This program provides our metallurgists with mentorship and professional development opportunities, bolstering their growth at Kaiser.

### **Monitoring Diversity Progress**

Kaiser Aluminum understands the importance of monitoring diversity progress across our organization. In addition to monitoring the gender and ethnic diversity of job applicants and new hires, we annually record the breakdown of all employees by gender, race, ethnicity, and job category within our company and prepare affirmative action plans for each of our locations that compare the demographics of each location to the surrounding community and identify opportunities to increase our diversity to better match those communities. Additionally, we engage in external and internal benchmarking for promotions and new hires to help ensure that pay gaps related to ethnicity, race, and gender do not exist. This monitoring allows us to consistently assess our DEIB progress and take strategic actions to adapt for the future. We also work closely our board ESG Committee which is directly responsible for board oversight in regard to the diversity of our management and workforce, our approach to DEIB and our development and execution of our DEIB initiatives and programming.

This Policy reflects our corporate values, defines how we approach DEIB and reflects our expectations as they pertain to our employees and DEIB.