

## CORPORATE SOCIAL RESPONSIBILITY AND COMMUNITY ENGAGEMENT POLICY

Within Alliance Construction Materials Limited (Alliance) responsible community engagement is an integral and essential part of our operations. We are committed to the communities in which we operate, and we believe that sound community engagement practices provide mutual benefits for all that include local residents and the broader community. This Policy underpins Alliance's commitment to deliver tangible benefits to the communities in which we operate and also encompass our corporate social responsibilities.

Alliance's management respect the rights of all stakeholders we engage. This guides how we collaborate with the communities and stakeholders. The objectives of the Company's commitment to CSR and community engagement are to :

- Be proactive and transparent in our engagement with communities;
- Build community engagement and capacity by developing and implementing activities that will create long term and sustainable benefits;
- Contribute to local environmental sustainability and improvement;
- Contribute to developing community programs through appropriate participation and support.

Alliance will put in place an appropriately structured CSR and Community Engagement Plan integrated within its business planning in order to achieve our community engagement objectives.

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Vincent Yu  
Chief Executive Officer  
1 February 2024

## HUMAN RIGHTS POLICY

Respect human rights is a core value of Alliance Construction Materials Limited (Alliance). We believe that our business sustainability can only be achieved if human rights are acknowledged and protected. Governed by our Guiding Principles, we'll ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout the entire organization.

Alliance's Human Rights Policy Statement demonstrates our commitment to supporting human rights that benefit all our stakeholders and the communities where we operate. Our commitment is guided by the following principles :

- Commit to highest standards of business ethics which govern the conduct of our business operations for all employees;
- Respect the rights of employees and fair labor practices;
- Support and encourage diversity and inclusion within our business and to ensure our workplaces are free from discrimination and harassment;
- Provide and maintain a safe and healthy working environment for our employees, contractors and any persons working for us;
- Prohibit forced labor of any kind;
- Never engage in or condone any unlawful employment of child labor; and
- Respect the principle of freedom of association and collective bargaining.

The management of Alliance will coordinate efforts to identify human rights risks and to determine necessary actions to address them. We'll educate our employees the human rights concepts and practices and will facilitate dialogue with all stakeholders on human rights issues.



Vincent Yu  
Chief Executive Officer  
1 February 2024

## RESPONSIBLE SOURCING POLICY

Alliance Construction Materials Limited (Alliance) is committed working together with our suppliers and other business partners towards a sustainable future. This Responsible Sourcing Policy is established to ensure we deliver our business objectives while making a positive environmental and social impacts to the people and the planet we are living.

To realize our responsible business ambitions, we set ourselves fundamental principles and to coordinate efforts to ensure that we'll work with suppliers and business partners who shared the same principles and commitment, so that the raw materials for producing our products and other purchased goods or services that are significant to our business are from responsible sources.

The fundamental principles are :

- Legal compliance is the baseline, we have to conduct business lawfully and with integrity;
- Workers' rights are respected, we'll promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, safety, equity, security and human dignity;
- Indigenous rights are respected and have to be protected;
- Business is conducted in a manner that embraces sustainability and minimizes environmental impacts;
- Quality, product safety and traceability of raw materials are assured, and relevant standards are complied.

Alliance believed that partnership that based on responsible sourcing will strengthen our supply chain and all the businesses within it. We'll seek all opportunities to advocate responsible sourcing within the industries and to create the right conditions for sustainable business growth.

A handwritten signature in black ink, appearing to read "Vincent Yu".

Vincent Yu  
Chief Executive Officer  
1 February 2024