





MILESTONES

Formation of Sohar Aluminium	September 2004
Commencement of construction	January 2006
Start of first pot	June 2008
First export shipment	July 2008
First downstream hot metal delivery	August 2008
Achieved full capacity	February 2009
Inaugurated	April 2009
Technical completion certification	June 2009
Larger Anode	March 2010
Cumulative 1 million tonne of Aluminium produced	August 2011
Commencement of Amperage Creep Project	February 2014
Cumulative 2 million tonnes of Aluminium produced	June 2014
First Pot Changeout Program Completed	November 2014



“Through the implementation of a succession of national development plans we have successfully completed laying the foundations of a modern state and will continue to build on this achievement; improving living standards and implementing programmes which aim to boost economic growth through the diversification of sources of national income and the development of human resources.”

His Majesty Sultan Qaboos Bin Said

Sohar Aluminium Business Strategy Map



شغف الإمتياز لإستحقاق الأفضلية

الأداء المالي

المحافظة على مركز متقدم في الربع الأول في صناعة الألمنيوم وتوليد الطاقة. الإستغلال الأمثل للمواد المخزنة ورأس المال المشغل مع الإدارة المثلى للمخاطر. الوعي التام بالتكاليف على جميع المستويات. تمويل النفقات الرأسمالية لزيادة العائدات للمساهمين وتعزيز إستدامة المصنع.

Financial Strength

Retain 1st quartile position in Aluminium & Power businesses. Optimise inventory and working capital with proper risk management. Strong cost awareness at all levels. Capex funding to maximize return to shareholders & plant sustainability.

المسؤولية

الإجتماعية للشركة

تعظيم التأثير الإيجابي لخدمة المجتمع. تعزيز أهمية صغار ألمنيوم في المجتمع. دعم وتشجيع الموظفين للتطوع في خدمة المجتمع. الإلتزام بدعم الصناعات التحويلية من أجل خلق وظائف.

Corporate Citizenship

Maximize positive impact in community services. Recognized as an asset by surrounding communities. Support & encourage employees into community volunteering. Committed to support downstream job creation.

العملاء

الإلتزام برضا العملاء وتحقيق توقعاتهم العالية وتوفير الإتمادية بالإضافة لتعظيم القيمة لمساهميننا. السعي المستمر للبحث عن مصادر دخل جديدة.

Customers

Meet the highest customer expectations in product quality & supply reliability, while maximizing the shareholder value. Constantly look at new sources of revenue.

التمكين

Empowerment

العمل الجماعي

Team work

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ABOUT THIS REPORT

This report reviews Sohar Aluminium's economic, environmental and social performance as key contributors to sustainable development during 2015. For this, our seventh annual sustainability report, we continue to apply international best practice in sustainability reporting and transparency through the adoption of the Global Reporting Initiative (GRI) G4 reporting guidelines. The Sohar Aluminium Sustainability Report 2015 has completed the Materiality Disclosure Service provided by the GRI. The service confirms correctness of the locations of the G4 Materiality Disclosures within the report, and the organisational mark located on page 79 confirms the

service was completed successful. We have reported our company performance for the years 2012 to 2015 on the indicators that correspond to our material aspects. Our material issues are categorised according to our Business Strategy Pillars, each of which is led by a dedicated champion.

This report was developed using the GRI G4 Sustainability Reporting Guidelines, "in accordance" option core. For more information on this report's parameters please refer to Appendix A.

This report can be downloaded as a PDF file from the Sohar Aluminium website:
www.sohar-aluminium.com

Feedback

We appreciate your comments and feedback on this report. Please send your input to our contacts below:

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info@sohar-aluminium.com
Phone: +968 26863000
Communications Manager,
Corporate Affairs Department,
Sohar Aluminium,
PO Box 80, PC 327,
Sohar Industrial Estate,
Sohar, Sultanate of Oman

Should you wish to give feedback or report anything concerning Sohar Aluminium please contact us at hotline@sohar-aluminium.com or +968 26863317.



In line with Sohar Aluminium's commitment to preserving the environment, this report is available as an electronic copy only. Please consider the environment before printing.



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[Sohar Aluminium](https://www.linkedin.com/company/SoharAluminium)

G4-1, G4-14

MESSAGE FROM CHAIRMAN



A decade since we first began our operations in Oman, I am pleased and proud to say that Sohar Aluminium has emerged as a leader in the Omani metals and industrial sector, a strong contributor to the Omani economy and a real agent of change in the North Al Batinah region.

On behalf of every employee at Sohar Aluminium and the shareholders, I extend our gratitude to His Majesty Sultan Qaboos bin Said, for setting Oman on the path of prosperity and providing long-term vision and support to allow our country to grow and flourish on an international stage.

Sustainability management along the six pillars that form the core building blocks of our Business Strategy has helped Sohar Aluminium mature in a holistic manner. Today we can confidently state that we are a company that truly demonstrates a commitment to excellence and efficiency and is accountable to its entire stakeholder community – both internal and external.

I would like to take this opportunity to thank our Shareholders and Board of Directors for their ever present counsel, our able and committed executive team for driving forward the company's strategic vision, and each and every employee at Sohar Aluminium for their loyalty and dedicated service towards the company's operational and corporate citizenship goals.

It is by listening to our team across all levels and always staying focused on making a larger impact on the economic development of Sohar and Oman as a whole that we have been able to achieve success and enjoy the goodwill of the Al Batinah community and the Omani people. We have grown into a company that is grounded in sustainable practices and mindful of the traditional values of the Omani people.

The annual Sustainability Report, now in its seventh year of publication, is an essential tool in continuing to engage all our stakeholders and provide them

with a window to the journey Sohar Aluminium seeks to pursue. It sets the structure and framework to evaluate and report on our performance on a number of verticals critical to our long-term success. Ultimately it serves as a yardstick to measure our commitment to economic growth and diversification, adherence to environmentally-responsible standards, support of the local talent and supplier base, and promise to operate in a transparent and accountable manner that is worthy of a company with our presence and standing within the Omani industrial community.

With best regards,

Mulham Basheer Abdullah Al Jarf
Chairman,
Sohar Aluminium

“ Today we can confidently state that we are a company that truly demonstrates a commitment to excellence and efficiency and is accountable to its entire stakeholder community - both internal and external. ”



G4-1, G4-14

MESSAGE FROM CEO



It is with great pleasure that I present to you Sohar Aluminium's seventh annual Sustainability Report – a document I trust will provide you with keen insights into our company's stated commitment to operate in a planned and progressive manner as envisioned by the goals laid out in our Business Strategy. 2015 was an exemplary year for Sohar Aluminium and one in which we achieved a number of laudable successes. We pride ourselves on being one of the most energy efficient smelters in the world and in 2015 our energy consumption was 107 GJ per tonne, a record low for the company. In 2015, monitoring outcomes for more than 20 specific environmental impacts were also designated as either "low" or "very low" and we continue to evaluate our environmental impact in alignment with national regulations and international best practices. Sohar Aluminium was awarded the Arab World CSR Award on Environmental Responsibility in Dubai last year, a worthy recognition for our commitment to environmentally -sustainable operations. 2015 was also our safest-ever year on record since the plant was commissioned and we are pleased to share that we managed a very active calendar of safety trainings, lifestyle management workshops and campaigns aimed at promoting a healthy and

sustainable life for our employees and their families.

Our people were the focus of many of the key sustainability management initiatives of Sohar Aluminium in 2015. We launched a new and improved employee recognition scheme known as 'Mumtaz Club', which currently counts 800 active staff members. We also remain strongly committed to supporting the Oman Vision 2020 through actively embracing Omanisation, with 74% of our total workforce currently being Omani. Sohar Aluminium participated in various career fairs held across the country, enabling qualified Omani Nationals to meet recruiters and hiring managers and seek out available career opportunities. The Company also offered work placements to 57 graduate students in July and August 2015, actively meeting its goal of supporting talent development in the local community.

Our focus on talent management remains at the heart of our operational model. As a result, overall employee performance was strong in 2015 which enabled the company to achieve outstanding results in productivity, safety and cost. We have deployed strong communications tactics to raise cost awareness and to ensure all employees understand the economics of the business and

the impact of their decisions on it. The Company uses a process for "Value Creation" in which projects with a positive impact on income or cash are implemented and tracked. Many of these projects are driven by ideas collected from our employees, who are always encouraged to voice their suggestions.

In 2015, USD 11.90 million in costs were saved as a result of these productivity gains. As Sohar Aluminium moves forward with capital improvement programs such as the amperage creep project, asset reliability and operational efficiency will gain prominence as a significant value creator. In 2015 the total Value Creation for the plant was an impressive USD 33.8 million.

I extend my sincere thanks to each and every member of our team – from the Board level through to the executive and managerial personnel and every employee on the plant floor – for making this a year in which we truly personified our commitment to Be the Best.

Eng. Said Mohamed Al Masoudi
Chief Executive Officer,
Sohar Aluminium

“Our focus on talent management remains at the heart of our operational model. As a result, overall employee performance was strong in 2015 which enabled the company to achieve outstanding results in productivity, safety and cost.”



G4-3, G4-45, G4-6, G4-7, G4-8, G4-9, G4-56

COMPANY PROFILE

As the Sultanate's first Greenfield aluminium smelter, Sohar Aluminium Company LLC is a landmark industrial development project for the Sultanate of Oman that creates new, diversified opportunities in contribution to the Sultanate's sustainable development ambitions. Established in 2004 under the ownership of Oman Oil Company, Abu Dhabi National Energy Company PJSC - TAQA and Rio Tinto, Sohar Aluminium is the foundation for Oman's metals and downstream industrial development in the Al Batinah region.

Sohar Aluminium leverages the internationally renowned expertise and production technologies of Rio Tinto, the

world's leading Aluminium mining and Production Company. As the first and only aluminium smelter in the Sultanate of Oman, Sohar Aluminium continues to lead the sector through its commitment to transparent and responsible operations. By applying its values of empowerment, teamwork, honesty, integrity, respect and trust, Sohar Aluminium intends to become a benchmark smelter worldwide while contributing to the sustainable development of Al Batinah and Oman as a whole.

Company Assets

Sohar Aluminium is located in the Al Batinah Region of Oman. Sohar Aluminium's plant operates under the

world-leading 'AP39' technology capable of producing 380,000 metric tonnes of primary aluminium per annum. In addition, Sohar Aluminium has its own dedicated power plant with a total design capacity of 1,000 MW. Sohar Aluminium also operates a dedicated port facility at the Port of Sohar supporting vessels with a capacity of up to 75,000 metric tonnes for receiving raw materials and for exporting primary aluminium. Sohar Aluminium is ISO 9001:2008 certified for its Casthouse and Power Plant. Sohar Aluminium is also ISO 14001:2004 and OHSAS 18001:2007 certified for its EHS Management Systems.

Sohar Aluminium Core Values

Empowerment

Teamwork

Honesty & Integrity

Respect & Trust



شركة النفط العمانية ش.م.ع.م.
Oman Oil Company S.A.O.C.



Rio Tinto



Vision

Passion for
Excellence,
Be the Best.

Mission

Bringing wealth, prosperity and
growth to the Al Batinah
region through excellence
and ownership.

G4-34, G4-35, G4-36, G4-38, G4-39, G4-40, G4-48, G4-49

GOVERNANCE AND EXECUTIVE TEAM

Strong governance and commitment to accountability and transparency are central to how Sohar Aluminium operates. Sohar Aluminium has developed and implemented world class management and oversight systems to improve the efficiency, transparency, and quality of its operations at every level; operational decisions are guided by the Board of Directors and the Executive Committee.

Corporate Governance

Sohar Aluminium operates under the direction of the company's Board of Directors; the Board of Directors contains five directors representing the stakeholder companies. Sohar Aluminium's Chief Executive Officer, Chief Operating Officer and Chief Financial Officer attend quarterly board meetings. Effective 19 February 2012, Oman Oil Company's representative serves as the

Chairman of the Board. Board members have fixed terms and compensation, as defined in the shareholders' agreement.

Sohar Aluminium Board of Directors



Mulham Al Jarf
Oman Oil Company
(Chairman)



Mohamed Al Lawati
Oman Oil Company
(Member)



HE Abdulaziz Al Hemaidi
TAQA
(Member)



HE Abdulla Al Nuaimi
TAQA
(Member)



Dr. Amir Mirchi
Rio Tinto
(Member)

Executive Engagement on Sustainability

Our executive team engages with sustainability performance on a regular basis through the Executive Committee and Board of Directors. The Board of Directors receive updates on the performance against the six pillars of the Sohar Aluminium Business Strategy from the members of the Executive Committee at every board meeting in addition to engaging on specific topics on an ad hoc basis. The Sohar Aluminium Business Strategy is the basis for evaluating the company's strength and performance, including Environment, Health and Safety, People, Financial Strength, Productivity, Corporate Citizenship, and Customers performance metrics.

G4-34, G4-38

Executive Committee (ExCo)

Sohar Aluminium Executive Committee (ExCo) is responsible for the daily management of the company's operations. Composed of four members including the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), and Operations General Manager (GM), the ExCo meets on a daily basis to discuss

the company's progress against the SA Business Strategy. In this way, the ExCo has acute engagement with sustainability topics.

Sohar Aluminium Executive Committee



Said Mohamed Al Masoudi
Chief Executive Officer



Serge Gosselin
Chief Operating Officer



Jerry Van Alphen
Chief Financial Officer



Chris Murray
Operations General Manager

G4-34, G4-37, G4-58

COMMITTEES OF THE BOARD

There are three subcommittees reporting to the board:

1. Finance Audit and Risk Committee;
2. Human Resources Committee;
3. Business Review Committee.

The Finance Audit and Risk Committee (FinCo), represented by one member from each Shareholder and the Chief Financial Officer of Sohar Aluminium, considers and reviews all finance, risk and audit related matters which are to be presented to the Board for approval and indicates its support or otherwise in regard to such matters. The Committee also acts as the Audit Committee of the company. The FinCo meets every quarter.

The Human Resources Committee (HRC) is represented by one member from each Shareholder and the Chief Executive Officer of Sohar Aluminium. In addition, the Human Resources Administration Manager of Sohar Aluminium serves as the Secretary to the meeting. The Committee supports and advises the Board on all Human Resources related matters. The HRC meets twice a year.

The Business Review Committee (BRC) is represented by a minimum of one member from each Shareholder, together with the Chief Operating Officer, Operations General Manager and Chief Financial Officer of Sohar Aluminium. The Committee meets prior to the scheduled Board meetings, to consider and review significant capital

expenditure, proposed capital planned items, technical review and plant operational performance. As output, the Committee prepares a paper for the Board's consideration indicating its support, or otherwise, in regard to such matters. The BRC meets twice a year.

Corporate Audits

A number of audits are conducted on an annual or ad-hoc basis to ensure the effectiveness and efficiency of our operations, reliability of financial reporting and compliance with laws, regulations and standards.

Independent audits are supplemented by Sohar Aluminium's structured and periodic audit and evaluation of our internal controls and management systems.

These audits help us to meet and surpass our objectives, which include product quality and sound operational and financial performance.

Some of the important audits performed during the year include:

1. External Quality, Environmental, Health and Safety audits are held annually to benchmark the company's performance against international standards including ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007.
2. External Insurance Audits undertaken on behalf of the lenders and insurers.

3. External Audits in line with the International Financial Reporting Standards and Omani law.
4. Annual operational audits performed by an external expert on behalf of the lenders.
5. Ad-hoc Technical Audits with the support of external or Rio Tinto experts.

Sohar Aluminium Whistleblowing Policy

As part of our commitment to strong and transparent business conduct, Sohar Aluminium implements a whistleblowing policy that defines and outlines action channels for incidents related to corruption, bribery, and other breaches of conduct. This policy, in action since 2012, is available to everyone on the Sohar Aluminium website. The whistleblowing programme includes an anonymous tip line and email that can be used by all stakeholders including employees, shareholders, business associates, and the general public.

Whistleblower contact channels:

Tel: +968 2686 3317 • Email: Hotline@sohar-aluminium.com

The Whistleblowing policy and contact details are displayed on the Sohar Aluminium intranet, public website, Social Media channels, and any Sohar Aluminium external publications.

G4-34

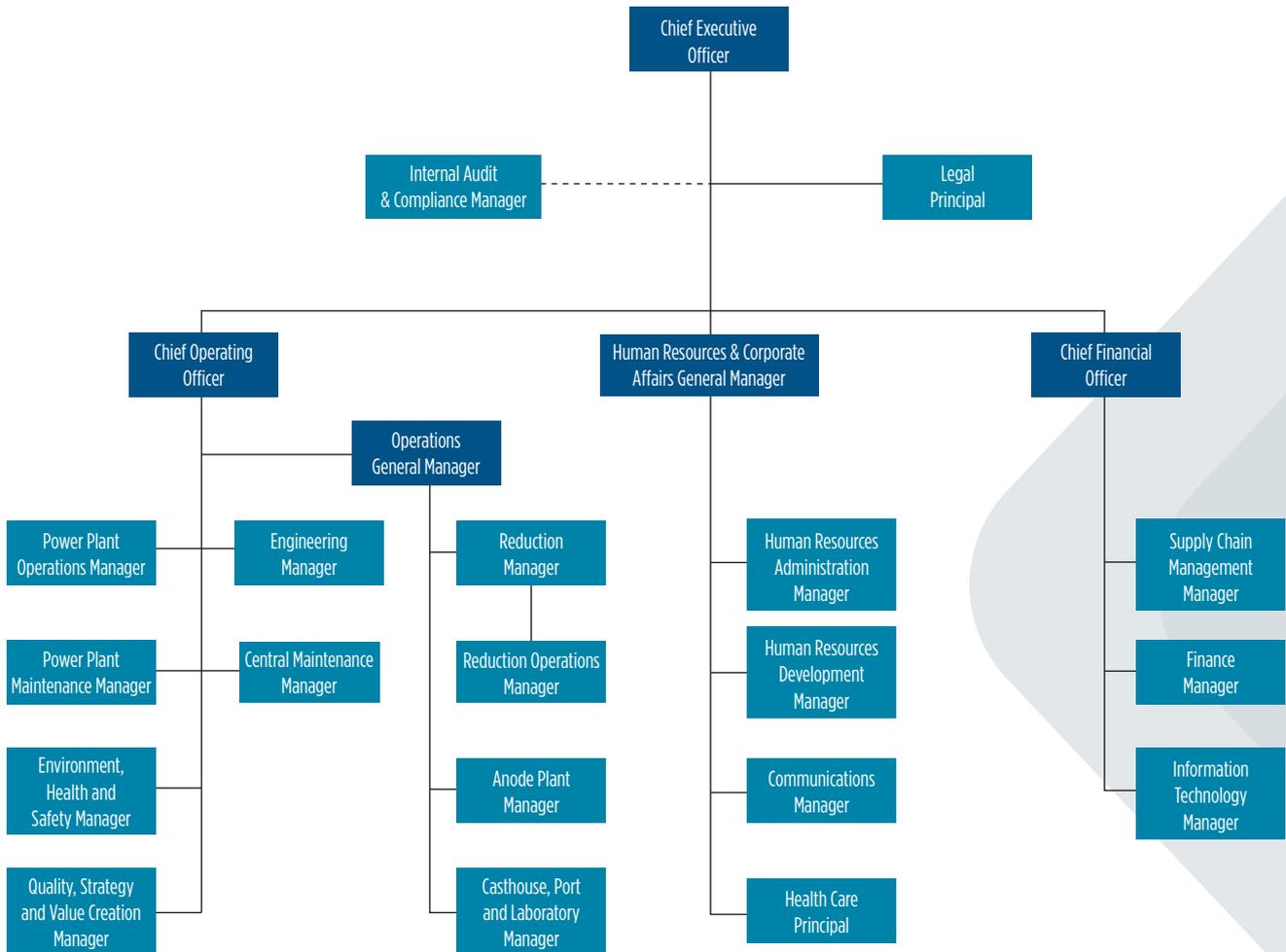
Code of Conduct

The Sohar Aluminium Code of Conduct sets clear expectations of behaviour at the work place. The code summarises important policies and procedures that allow us to conduct ourselves, and our business in an ethical and legal manner. It details the responsibilities that SA and its employees have to each other, to our business partners, and to the wider community.

The Code of Conduct is supplemented by our Whistleblowing Policy, which encourages employees and third party to share their genuine concerns relating to potential code violations. The Whistleblowing Policy is available on the Sohar Aluminium public website.



EXECUTIVE COMMITTEE AND MANAGEMENT TEAM





G4-9, G4-10

STRATEGIC SUSTAINABILITY PERFORMANCE SUMMARY 2012-2015

Sustainability Pillar	Indicator	Unit	2012	2013	2014	2015
Environment, Health and Safety	Fluoride Emissions Intensity	kg/t of Al	0.90	0.59	0.47	0.50
	Total CO2 Emissions Intensity*	t CO2 eq./ t Al	7.62	7.85	7.47	7.51
	Waste Disposal	Kg/t Al	11.6	15.5	21.1	16.6
	Waste Generation Intensity	kg non recycled waste/t AL	16.01	20.95	24.94	16.6
	Brackish Well Water Extraction	m3	1,206,141	1,901,568	2,645,864	2,928,257
	Sewage Water Treated for Irrigation	m3	131,778	114,153	111,577	144,430
	Seawater Used for Cooling	m3	316,756,360	354,358,291	365,209,405	372,250,419
	Medical Treatment Frequency Rate	200,000 man-hours	0.37	0.33	0.17	0.20
	Recordable Injury /Illness	200,000 man-hours	0.85	0.70	0.50	0.54
	Lost Time Injury Rate**	200,000 man hours	0.32	0.33	0.33	0.30
	PAH Monitoring	Persons evaluated	-	22	20	20
	Heat Stress Monitoring	Number of evaluations	-	1,141	2,353	2,544
	Medical Center Visits for health checkups and treatments	Number of employees	-	6,853	7,169	7,349
	People	Workforce	Number of Employees	951	997	979
Omanisation Rate		%	72.6	71.7	71.9	74.0
Youth Employment Rate		% total employees aged 18-30	-	40	31	24
Female Employment		% of total employees	-	3.9	3.8	3.9
Turnover Rate		%	10.3	5.9	6.4	4.86
Employee Training		Days per employee	10	14	12	12

*Includes emissions from all Sohar Aluminium facilities including the Smelter, Power Plant and Port.

**Includes days away from work and restricted work day cases.

STRATEGIC SUSTAINABILITY PERFORMANCE SUMMARY 2012-2015

Sustainability Pillar	Indicator	Unit	2012	2013	2014	2015
Productivity	Hot Metal Production	Tonnes	360,575	354,060	363,528	377,186
	Energy Generation Efficiency	%	50.2	48.6	50.2	49.8
Financial Strength	Amount Spent on Local Suppliers#	USD	61,898,499	41,645,354	42,058,555	33,344,116
	Total Local Suppliers	% of total suppliers	70.0	72.0	64.1	58
Corporate Citizenship	Total Community Investment	USD	1,387,641	1,361,292	972,327	1,685,726
	Community Public Engagement Events	Total Number	-	-	5	6
Customers	Direct Customers Sales (OAPIL* and OARC*)	Tonnes per annum hot metal	51,428	56,349	73,008	82,700
	Water Export to Majis Industrial Services Company	m ³	628,531	566,832	499,643	599,231

#Sohar Aluminium defines "local suppliers" as having primary operations base within the geographic limits of the Sultanate of Oman. This definition applies to supply chain performance figures only.

*OAPIL - Oman Aluminium Processing Industries LLC
*OARC - Oman Aluminium Rolling Company LLC



G4-2, G4-18, G4-29, G4-30

SUSTAINABILITY MANAGEMENT

Sustainable development is central to the role and operations of Sohar Aluminium. As a pioneer of the metals sector in Oman, Sohar Aluminium is a direct example of the Sultanate's vision to diversify the Omani economy and create new employment opportunities for Omani nationals. Since its establishment in 2004, Sohar Aluminium has developed into an employer of choice in the Omani industrial sector and serves as a catalyst for the economic and social development of the Al Batinah region in the Sultanate of Oman. Sohar Aluminium continues to integrate sustainable development principles into its operations through investment in comprehensive management systems, dedication to local economic and social development and commitment to transparent and accountable governance.

Sustainability Reporting

Sustainability reporting has been an annual exercise for Sohar Aluminium since 2009. During this time, the report has evolved significantly to reflect our maturing understanding of our relationship with our stakeholders and our impact on the Sultanate of Oman. The focus of our annual reporting is to evaluate our performance across environmental, economic and social perspectives and create a clear, consolidated representation of how we are moving forward with our vision for sustainable development.

Our reporting process will continue to evolve in reflection of our increasingly sophisticated performance management and strategic plan. The reporting process is an opportunity for growth and learning for our team as we gather

representatives from each of our Business Strategy's six pillars (Pages 3 and 4) and discuss achievements, strategic objectives, and stakeholder priorities. As a multidisciplinary exercise, we are proud of the inclusiveness of our reporting process and are committed to continue reporting annually.

It is our hope that this report continues to serve our stakeholders as a tool for understanding our business, our impacts, and our strategic priorities.

In line with Sohar Aluminium's commitment to preserving the environment, this year's report was not printed and is available as an electronic copy only and can be downloaded as a PDF file from the Sohar Aluminium website: www.sohar-aluminium.com.



Guidance from Oman Vision 2020

Oman Vision 2020 is the long-term plan formulated in 1995 for sustained development of Oman for the following 25 years. Employment, economic diversification, community development, and environmental management are key priorities of the Oman Vision 2020 and form the foundation of Sohar Aluminium's six pillar Business strategy. Detailed performance and strategic goals can be found in this report, with one chapter dedicated to each of the six pillars.



STAKEHOLDERS

Sohar Aluminium’s diverse stakeholders form an integral part of the business’s success. Understanding and engaging with our stakeholders is an integral part of our strategic commitment to sustainability. The relationships and partnerships we garner from our stakeholders strengthen our business and create new opportunities to realize shared goals and priorities.

Stakeholder Mapping

In recognizing the strategic importance of understanding and engaging our stakeholders, we have mapped the role, expectations and channels of engagement for our primary stakeholder groups in the table below.

Stakeholder Group	Stakeholder Priorities:	Sohar Aluminium Priorities:	How Sohar Aluminium Addresses Stakeholder Priorities:
Internal Stakeholders			
All employees and their families, full time equivalents, the Sohar Aluminium Trade Union, and Contractors	<ul style="list-style-type: none"> • Sustainability of our operations • Remuneration and benefits • Working conditions and personal safety • Personal development and professional advancement • Company and workplace culture • Contribution to community 	<ul style="list-style-type: none"> • Safe and productive workplace • Remaining an employer of choice in Oman • Developing talent and long-term employment • Healthy and happy workforce • Engaged workforce 	<ul style="list-style-type: none"> • Competitive benefits • Workforce performance plans • Leadership and training programmes • Medical clinic and health awareness campaigns • Employee and community engagement programmes
Shareholders and Lenders			
Oman Oil Company, Abu Dhabi National Energy Company PJSC - TAQA and Rio Tinto; consortium of international lending banks	<ul style="list-style-type: none"> • Reliable and safe operations • Financial performance • Security of investment and debt repayments • Cost control and lean production • Corporate governance • Contribution to regional and national development objectives 	<ul style="list-style-type: none"> • Transparency, integrity and accountability • Effective cost management • Operational efficiency and reliability • Leadership in downstream industrial development of aluminium sector • Anti-corruption and strong governance • Effective risk management 	<ul style="list-style-type: none"> • Company mission, vision and Business Strategy • Code of Conduct and governance practices outlined in shareholders' agreement • Internal and external audits of performance and practices • Annual sustainability and shareholders' reporting

G4-15, G4-24, G4-26, G4-27

Stakeholder Group	Stakeholder Priorities:	Sohar Aluminium Priorities:	How Sohar Aluminium Addresses Stakeholder Priorities:
Government			
The Governor Office of North Al Batinah, Wali Offices of Sohar, Liwa, Shinas and Saham, Shura Council, the Ministries of Manpower, Health, Oil and Gas, Commerce & Industry, Finance, Environment and Climate Affairs, Social Development, Municipalities of Sohar and Liwa, Royal Oman Police, Telecom Regulatory Authority and the General Federation of Oman Trade Unions	<ul style="list-style-type: none"> • Contribution to the national economy • Downstream industrial development • National employment and talent development • Corporate governance • Regulatory compliance 	<ul style="list-style-type: none"> • Leadership in aluminium sector development • Omanisation and leadership training programmes • Governance and Code of Conduct • ISO and national audits of performance and compliance 	<ul style="list-style-type: none"> • Regular communication with ministries and regulatory bodies • Annual performance and sustainability reporting • Training institute certification under Ministry of Manpower • Aluminium production and sales performance
Media			
Local, national and international media in the form of electronic, print, radio and television	<ul style="list-style-type: none"> • Local and national community engagement • Accountability and transparency 	<ul style="list-style-type: none"> • Recognised as an asset by local community • Exposure and reach for community services • Cooperative Media Relations 	<ul style="list-style-type: none"> • Community engagement events • Regular Communications with Media Agencies • Whistleblowing Policy • Annual Sustainability Report • 24x7 Availability for fact-checking
Business Partners			
Customers, suppliers, service providers and small and medium Enterprises (SMEs)	<ul style="list-style-type: none"> • Transparent and fair tender and contracting process • On-time payment • Product quality and reliability of delivery • Communication and relationship building 	<ul style="list-style-type: none"> • Customer satisfaction • Production quotas and on-time product delivery • Customer retention and identifying new customers • National economic impact through local procurement 	<ul style="list-style-type: none"> • Supplier screening and assessment • Tenders and public announcements • Customer service and logistics • Supporting National initiatives for SMEs and local business opportunities
Social Partners			
Neighbouring communities, education institutions, Al-Batinah International School, Jusoor, Hospitals and Polyclinics, non- government organisations and non-profit organisations	<ul style="list-style-type: none"> • Training and research opportunities • Partnerships and sponsorships • Investment in the community 	<ul style="list-style-type: none"> • Community and employee engagement • Recognized as an asset by community • Maximise positive impact in the community 	<ul style="list-style-type: none"> • Key stakeholder engagement events • Infrastructure investment • CSR Programmes • SA Volunteering Programme • Support downstream Job creation
Influential groups			
International Aluminium Institute, Gulf Aluminium Council, Sohar Links, Oman Chamber of Commerce, other GCC Smelters, Auditors	<ul style="list-style-type: none"> • Production and operational integrity • Product sales and reliability • Corporate engagement • Knowledge Sharing 	<ul style="list-style-type: none"> • Operational reliability • Revenue creation and profitability • Reputation and leadership • Knowledge Sharing 	<ul style="list-style-type: none"> • Participation in major events in the Aluminium industry • International certification for operations (ISO, OHSAS, etc.)

G4-2, G4-18, G4-19, G4-21, G4-22

MATERIALITY

Materiality assessment provides focus and prioritization of the many issues that are relevant to the aluminium industry and our operating context. In addition, this process serves as a venue for understanding and engaging with our internal and external stakeholders.

Our Materiality Process

In 2015, we have developed the materiality process in line with the GRI-G4 guidelines for sustainability reporting. The

Materiality matrix was developed through the following process.

1. Identification of material issues
2. Categorizing the issues specific to the 6 pillars of Sohar Aluminium’s Business Strategy
3. Prioritizing issues to create a matrix
4. Executive committee and pillar champions review and approval

Our Material Issues

The materiality matrix presented below is a visual representation of the final output of the materiality process. Accordingly we have identified the high material issues and presented them below.

Sohar Aluminum Highly Material Issues			
Material Issue	External Boundaries	Material Issue	External Boundaries
Environment, Health & Safety Led by Environment, Health & Safety Manager		People Led by Human Resources Administration Manager	
Employee and Contractor Safety	Suppliers and contractors (local)	Local Employment and Omanization	Neighbouring communities (local) Suppliers and contractors (local)
Occupational Health		Engaged & Empowered Workforce	
Emissions		Talent Development System	
Water Management		Competitive Benefits	
Waste Management	Neighbouring communities (local)		
Productivity Led by Operations General Manager		Financial Strength Led by Chief Financial Officer	
Metal Production	Suppliers and contractors (international) Shareholders and Lenders (international)	Economic Performance	Shareholders (international)
Energy Management		Optimise Inventory & Working Capital	Shareholders and Lenders (international)
Process Improvement		Cost Awareness	Shareholders and Lenders (international)
Operational Efficiency & Reliability	Suppliers and contractors (international) Shareholders and Lenders (international)	Shareholder Value	Shareholders (international)
Corporate Citizenship Led by Communications Manager		Customers Led by Supply Chain Management Manager	
Reputation and Brand Management	Shareholders (international)	Product Quality	Customers (international)
Corporate Social Responsibility	Social Partners (local) Neighboring communities (local)	Supply Reliability	Suppliers and contractors (international) Customers (international)
Community Engagement	Social Partners (local) Neighboring communities (local)	Product Sales & New Sources of Revenue	Suppliers and contractors (international) Shareholders (international)
Downstream Industrial Development	Business Partners (local)	Supply Chain Management	Suppliers and contractors (international)
Al Batinah International School	Social Partners (local)		

Sohar Aluminium defines “materiality” as:

“All aspects that affect the sustainable development of Sohar Aluminium’s business, operations and people that are of significant concern to stakeholders and which Sohar Aluminium can have an impact on or has a responsibility to act towards.”





ENVIRONMENT, HEALTH AND SAFETY



G4-2, G4-15

ENVIRONMENT, HEALTH AND SAFETY

Management Approach

Operating in heavy industrial setting, sound management of Environmental, Health, and Safety performance is critical to the success of Sohar Aluminium. As a pillar of our operational strategy, every employee shares a strong commitment towards safe, reliable and responsible operations. Through our investment in training, technologies, and management systems, we have developed strong management, monitoring, and performance enhancement systems that allow us to understand and systematically improve our operations.

The major milestone of 2015 was certification to ISO 14001: 2004 and OHSAS 18001:2007 for our environmental and Health and Safety management system. A huge amount of work went into ensuring that we had the systems and controls in place that would meet the requirements of the international standards and allow for us to provide our workforce with structured work systems compliant with our strong EHS beliefs. In safety, the lowest number of serious injuries in a calendar year led to the achievement of a recordable injury rate of 0.54 as per OSHA record keeping standards.

A big challenge since the commencement of operations has been finding sustainable solutions for some of our waste streams. In 2015 a hazardous waste roadmap was developed to target solutions for our hazardous waste streams. The roadmap was a huge success and was used and drove many achievements including the removal of all legacy aluminium dross from site and the identification and utilisation of a solution for in-country recycling of lead acid batteries. Perhaps though, the biggest success was the identification of a solution for in country reuse of Spent Pot Linings (SPL). All Aluminium Smelters generate SPL. Through

working with the local industry a potential solution was identified whereby some of the SPL could be used as a raw material replacing the need for mining and buying 'virgin raw material'. Successful trials were undertaken and the Ministry of Environment and Climate Affairs granted permission for the use of SPL as a feedstock. Commercial reuse started in early 2016. Positive steps have also been made to find a solution to the second part of the SPL, this has a high carbon content and may be used as a supplementary fuel or Carbon replacement in other processes.

Environmental Management

Strong management is the foundation of responsible operations. Sohar Aluminium completed a number of projects to address specific environmental challenges and improve operational excellence. Here are some of the achievements in 2015:

- The ISO 14001:2004 certification for environmental management systems recognises improvements of management systems for control of emissions, waste, water use and energy efficiency in the Smelter and Power Plant.
- Winner of Arab World CSR Award on Environmental Responsibility in Dubai.
- In 2015, Sohar Aluminium successfully completed the annual lender's audit from financiers to verify that operational standards for environmental, health, and safety metrics were met. Action plans were developed for all identified findings during the audit were closed out, in alignment with auditor's stipulations. From the auditor: "...a number of positive issues were noted most specifically in

relation to: Community engagement, communication and corporate social responsibility; Waste management particularly of legacy materials; Water Management; and Interaction with the regulators."

- Participated in Environment responsibility workshop organized by Sohar Environmental Unit in Sohar in October 2015.
- Participation in the 1st Gulf Aluminium Council Environment workshop and conference in Doha.





Environmental Monitoring

Regular monitoring and reporting is conducted to understand and evaluate the impact of Sohar Aluminium’s operations on the local environment. In alignment with regulations, the outcomes of environmental monitoring and environmental performance metrics are reported to MECA and Sohar Environment Unit. In 2015, monitoring outcomes for more than 20 specific impacts were designated as either “low” or “very low”. Sohar Aluminium will continue to monitor and evaluate its environmental impact in alignment with national

regulations and international best practice.

Sohar Aluminium has an extensive environmental monitoring plan, which includes:

- Air (stack emissions, roof emissions and ambient air quality).
- Micro Meteorology (air temperature, wind speed, wind direction, relative humidity and barometric pressure).
- Noise (ambient and fence line) covering day, afternoon and night times.
- Waste water (reject water,

treated wastewater, ground water and drinking water).

- Flora (fluoride content in plants around smelter premises).
- Third party sampling of certain points of emission.

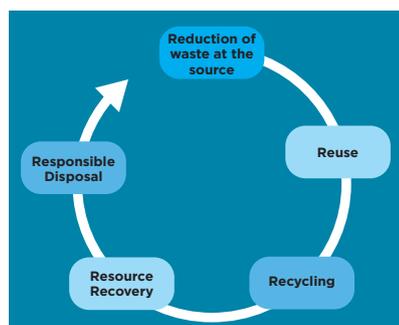
Material Issues: Environment, Health and Safety

- Employee and Contractor Safety
- Occupational Health
- Emissions
- Water Management
- Waste Management

WASTE MANAGEMENT

Waste management is a continuous focus for Sohar Aluminium as the smelting process uses a large volume of materials. In alignment with the growth of industry, waste management facilities and capacity continues to increase in Oman. However, this remains a very challenging area as there is still a lag between the industrial development and the development of waste treatment and disposal facilities. Sohar Aluminium is an active supporter of smart waste management, favouring reduction, re-use, and recycling before landfill disposal. Sohar Aluminium uses a number of creative solutions to improve waste management and increase the ratio of recycled materials.

Our waste management strategy comprises the following steps to manage and responsibly dispose of materials:



1. Elimination of waste at the source.
2. Source segregation through colour coding.
3. In-house re-use of by-products.
4. Exploration of opportunities for recycling.
5. Onsite storage of hazardous wastes in a secured location.
6. Responsible disposal of wastes to approved sites.

Innovations and Waste Management Improvements

Spent pot linings are an energy rich yet hazardous material that is produced from the re-lining of smelting pots. As a significant volume of spent pot lining is produced from re-lining of pots every five years a sustainable solution is a necessity. Sohar Aluminium has successfully completed trials with a local company who would like to utilise spent pot lining as aggregate for cement. Following successful trials the process was permitted by the Ministry of Environment and climate affairs. This is a huge success to reduce waste disposal challenges at Sohar Aluminium and deliver a valuable product.

This success represents only part of the challenge that Sohar Aluminium faces with Spent Pot

Lining. Only one third of the material can be used as an aggregate in this manner. The remaining two thirds still has no confirmed disposal route, although trials have been approved by MECA to use this material as a replacement for carbon in steelmaking process. This trial will be completed in 2016.

Tyres are one of the waste that SA was struggling to identify a permanent solution for them, however, during 2015, SA has identified a recycling facility in the industrial area which is able to and is permitted by the authority to recycle tyres.

As part of its waste management efforts, Sohar Aluminium identified aluminium dross, a hazardous metal by-product, as a valuable material for re-sale. In 2014, approximately 475 tonnes of dross were shipped overseas for recycling into a secondary metal industry under the Basel Convention. The remaining legacy dross 200 tonnes were shipped overseas in 2015 to the same destination in Spain, respecting all regulations associated with the Basel Convention.

WATER MANAGEMENT

Sohar Aluminium does not use potable water in its process. Well water is extracted and treated by Sohar aluminium for use within its process. Seawater is used for once-through cooling in the Power Plant, and is returned to the sea, so net consumption is nil. Demineralized water is also produced as a by-product of the Power Plant's steam turbines and sold to a local utilities company for use in the Al Batinah industrial region.

Water management is a material topic for Sohar Aluminium as process water is used in both the Power Plant and Smelter operations. In 2015, well water extraction increased by 11% to meet essential water

requirements. Sohar Aluminium conducts regular monitoring and impact assessments to measure and understand the impact that water withdrawal and effluent discharge has on neighbouring communities. All impact assessments have concluded that there is low impact to the community.

Energy Management

Aluminium smelting being an energy intensive process that requires effective and efficient energy management to produce quality and cost-efficient products. Primary fuel, in the form of natural gas, is supplied via long term contract with Oman Gas Company. Sohar Aluminium operates its own

1,000 MW capacity Power Plant to ensure reliable access to electricity for the smelting process. 2015 Generation efficiency was 49.8% exceeding the target of 49.7%.

In 2015 Energy consumption was 107 GJ per tonne, a record low for Sohar Aluminium.

The Power Plant also supports the Oman National Grid as part of a cooperative power sharing agreement whereby power is imported in the winter months and exported in the summer months which enables the grid to keep water producing plants in service during the winter period.

Waste Water processing for Al Batinah

As a community service, Sohar Aluminium processes sewage from the neighbouring community and uses the process water for its irrigation system. This service fulfils two benefits – first it provides a wastewater treatment service to the community, reducing the load on sewage treatment facilities, and secondly, it provides Sohar Aluminium with process water for irrigation of its grounds and trees.

Sohar Aluminium provides this service free of charge. In 2015, 133,329m³ of sewage was processed as part of this programme. This is the most waste water processed through the sewage treatment plant since it was commissioned.

EMISSIONS AND AIR QUALITY

Due to the heavy industrial nature of our operations, emissions and air quality is a highly material issue for our Operations and occupational health. While our emissions continue to be among the best in our industry, we acknowledge air emissions impacts, particularly hydrogen fluoride and greenhouse gases, can have on the surrounding area and global context. As a result, we invest heavily in active management and monitoring of our emissions to ensure that they are optimized against our production requirements.

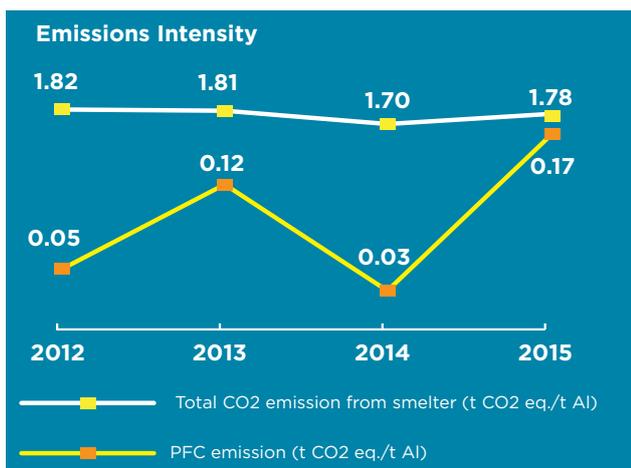
The main sources of greenhouse gas emissions are from fuel burned at the power station and from the electrolytic reaction used to produce aluminium at the smelter. Manufacturing aluminium is very energy intensive as the electrolytic reaction needs lot of electricity

to occur. In addition the reaction itself generates CO₂ and other greenhouse gases called PFC (perfluorocarbon).

Gaseous and particulate fluoride is recognised as a significant emission from aluminium smelters. One of the key achievements in 2015 has been the pro-active management of fluorides emitted from the process. This has been achieved through investment in technology and ensuring strict work practices. Fluorides can impact the flora surrounding an aluminium Smelter. Sohar Aluminium has deployed a monitoring program to monitor and assess if fluorides from Sohar Aluminium were impacting the external environment. The monitoring program indicates no impact.

In addition, Sohar Aluminium also operates mobile and

stationary air quality monitoring stations to track levels of hydrogen fluoride, particulates, sulphur dioxide, carbon monoxide, ozone and metrological data. Air quality is evaluated on a regular basis and reported to MECA in alignment with national environmental regulations. No significant air quality impacts have been identified since monitoring began.



Year on Year Improvements

Fluoride emissions are a key focus for Sohar Aluminium. Through extensive training, auditing, technology investments, and diligent management, Sohar Aluminium has achieved another good fluoride emissions performance of the smelter's operations. Nominalized emissions were 0.50 kg/tonne Al in 2015.



SAFETY

While Sohar Aluminium operates under the mind-set that all accidents are preventable, the high risk nature of aluminium smelting and associated processes is an on-going challenge for Sohar Aluminium. Extensive investment in technical skills training, behaviour based safety programs and performance analysis create strong safety outcomes. Safety is the responsibility of every person at Sohar Aluminium. Employees participate in the proactive, risk-management based safety programs that are implemented in alignment with national regulations, international best practice and sector specific risks and threats.

Safety Management Programs

- In 2015 Sohar Aluminium was accredited to the Health and Safety management system OHSAS 18001. The development of a management system was undertaken to ensure that safety standards and standard operating procedures are available for our people, so that they can perform their work in a safe manner.
- Safety interactions continued throughout the year where Sohar Aluminium leadership visited production areas to observe safety behaviours and interact with the employees and contractors. This also gives the operators an opportunity

to raise with the management any safety concerns they may have.

- Sohar Aluminium also links EHS performance to the Short Term Incentive Payment (STIP) of each employee.

Safety Performance

In 2015 Sohar Aluminium saw the lowest number of recordable injuries since the plant was commissioned. The Recordable Injury frequency rate was 0.54 per 200,000 man hours. Regular audits and on-site observations augment safety programs and strengthen the culture of safety for all employees.



OCCUPATIONAL HEALTH

The Health and well-being of employees is the greatest asset for any organization. Sohar Aluminium believes in Zero Harm as a value and spares no efforts in ensuring good health of employees. Sohar Aluminium has a comprehensive occupational health programme including regular monitoring and evaluation of employee health, annual medical check-ups and a fully serviced on-site medical clinic. Robust Occupational Health programs are implemented by Sohar Aluminium Health Centre, with a strong focus on Preventive health care and Health Promotion.

Occupational Health programs safeguard employees from potential health hazards that may originate from work place environment and work itself, by relevant coaching on preventive methods, periodic monitoring and early detection of possible conditions that could occur. Generally, the scope of occupational Health services is not just limited around the work environment and it extends even into personal health care, as these factors are interlinked.

Health services at Sohar aluminium incorporate occupational health services, urgent health care requirements, emergency medical care and response, and health promotion activities

Occupational health services include job and exposure specific pre-placement medical evaluations, periodic medical evaluations, return to work medical evaluations, biological monitoring of identified health risks including heat stress,

Polycyclic Aromatic Hydrocarbons, Fluoride etc. The service of Sohar Aluminium health centre is extended also for Individual and group health education and counselling, guidance for tertiary health care.

Health Campaigns

Sohar Aluminium Health Centre has conducted the following health campaigns:

1. Ergonomics Campaign - January 2015
 - a. Training sessions in conjunction with Training Centre on Ergonomics for Technicians and Supervisors.
 - b. Visual management via electronic displays and printed posters.
2. World Health Day - April 2015
Health Awareness bulletin was brought out on World Health Day - on the basis of international health theme "From farm to plate, make food safe".
3. Stress Management Campaign - March 2015
Arranged stress management sessions with the help of external experts in stress management.
4. Heart Health Promotion - September 2015
Observed World Heart Day to increase the awareness through meet and greet sessions, brochure distribution and screening heart health parameters of 169 persons.
5. Breast Cancer Awareness Campaign- October 2015
Conducted an awareness session on prevention of breast cancer, in

conjunction with Liwa Health Center and Corporate Social Responsibility team for Sohar Aluminium ladies and community of Liwa wilayat; A screening opportunity was also provided for the participants.

6. Life Style Management Sessions - October 2015
Arranged training sessions for employees on life style management that included external experts.
7. Diabetes Awareness campaign - November 2015
On the occasion of World Diabetes Day, an awareness and monitoring campaign for employees, distribution of brochures and screening health parameters for 327 individuals.
8. Counselling on Prevention of Polycyclic Aromatic Hydrocarbons (PAH) exposure - December 2015
Conducted individual counselling for Anode Plant employees on prevention of PAH Exposure in Anode Plant; all tested employees were individually counselled and made aware of the protective measures.
9. Blood Donation Campaign
Two blood donation campaigns were organised in conjunction with Sohar Hospital Blood Bank and 108 persons donated blood.
10. Flu Shot Campaign - December 2015
Supported by Ministry of Health, a flu vaccine campaign was organised where 100 persons benefited from the campaign.

OCCUPATIONAL HEALTH

Heat Stress Prevention, Monitoring and Mitigation Program

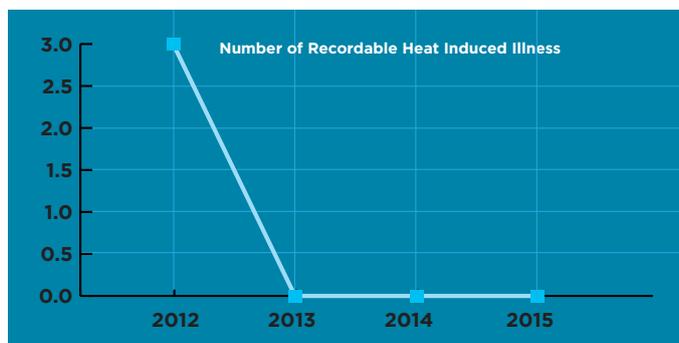
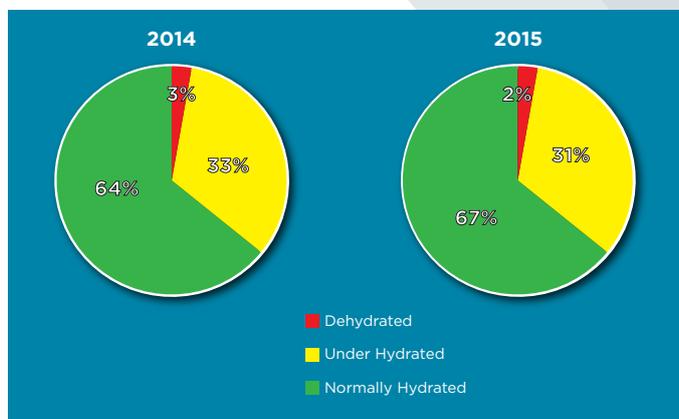
Heat stress management program of Sohar Aluminium is considered to be one of the benchmark program in the area; plant wide hydration monitoring, and spot awareness sessions on risks of Heat Stress and Heat Induced Illnesses were conducted by Medical Team; 2544 persons (instances of Monitoring) were monitored for hydration status. Medical Team also coordinated, in conjunction with Communications Department, other relevant activities including electronic communications, fruit distribution to workforce during

summer months, 'meet and greet employees'; Heat Stress risk maps were revised and shared with work areas; Outcome of this program was overall improvement in heat stress awareness and zero recordable cases of heat stress or heat related illness.

Experiences of Sohar Aluminium's heat stress management system and observations were presented in a scientific paper titled "Effect of Heat Stress on Smelter Workers" at 4th International Engineering Symposium - IES 2015, at Kumamoto University, Japan, to share the Knowledge and experience on Heat Stress Management, Sohar Aluminium

Medical team Organised an International Symposium on Heat Stress Prevention monitoring and Management in Conjunction with Corporate communications, Al Madina Takaful Gulf insurance company, MARSH LLC and Ministry of Health, that was attended by more than 120 persons from different Government and private organisations.

Occupational Health / Medical Clinic	2014	2015
Total Number of clients served	7,169	7,349
Walk-in Clients	6,876	6,353
Number of Heat Stress Monitoring Instances	2,353	2,544
Recordable Heat Induced Illness	0	0
Number of PAH Bio Monitoring	20	20
Urine Fluoride Monitoring	548	122







PEOPLE



PEOPLE

Management Approach

Sohar Aluminium believes it is an employer of choice in the Al Batinah region and Oman through its commitment to creating long term career opportunities with competitive compensation and social support. As our operational focus shifts towards increased efficiency and production refinement, we are investing in the skills and leadership of our staff to complement capital investments in our facilities.

Employee and Training Highlights 2015

- \$1.2 Million of Vocational Training investment
- 982 employees
- 74% Omanisation rate
- 12 average Training Days per employee
- 51 new employees hired
- 94,609 Training Hours
- Sohar Aluminium Training Centre is in the process of being accredited as a Training Institute by the Ministry of Manpower in 2016 (already 6 levels have been accredited i.e. 3 electrical and 3 mechanical)
- Team Leader Development program rolled out
- Technical Development Program (TDP) for Local Community (20) rolled out
- New Technician Group (18) training program rolled out
- New Temporary Contractual English Language instructor has been appointed to teach the Mult-Function Technicians the TDP as well as operators and general shift employees.
- 400+ Technical Personnel were trained in Hazardous Energy Control Campaign
- Welding & Fabrication Training Program submitted to Ministry of Manpower to gain accreditation.
- Training Day (TD): The TD for the year 2015 witnessed an improvement in the training programs delivered which resulted in achieving better attendance rates all through the 7 TD sessions.
- EHS Management System: 100% of SA employees have been trained during 2015.

Employees

Our workforce is the pride of our company and our most important asset. Overall employee performance was

strong in 2015 which enabled the company to achieve outstanding results in productivity, safety and cost. The organization structure remains stable with a workforce of 982 and steady attrition and hiring rates. Omanisation, employee engagement and competitive compensation are our main strategic initiatives regarding our workforce. As our operations have matured, we have developed dedicated and highly competent employees who share the core values of Sohar Aluminium. As we are working to optimize our operations, we continue to actively recruit new candidates for all positions.

Supporting National Employment

We are proud to have achieved high level of Omanisation in our workforce in line with Oman Vision 2020 for economic and social development. As part of our commitment, 74% of our total workforce is Omani. As we look towards our long term sustainability, the focus of our human resources department is to ensure that we are meeting the needs and expectations of our employees and building retention and engagement within the company.

Sohar Aluminium’s operations have had a large impact on the economic development of the surrounding region by an intensive focus on increased local supplies and supporting aluminium downstream factories with the hot metal required for

their processes. In turn, this leads to increasing income and improving lifestyle.

Material issues: People

- Local Employment & Omanisation
- Engaged & Empowered Workforce
- Talent Development System
- Competitive Benefits



الموظفين

تمكين وإشراك القوى العاملة بالشركة. استخدام نظام فعال لتطوير الكفاءات. مزايا تنافسية. اعلاء داخلي فعال. تعزيز إلمام الموظفين بمختلف عمليات و أعمال الشركة.

People

An engaged and empowered work force.

Usage of talent development system. Competitive Benefits.

Continuous competency improvements.

Strong internal communication.

Wide business literacy for the team.

Acting on Employee Feedback

Having conducted a comprehensive employee satisfaction and feedback survey in 2013, we started processing the actions in 2014 and our focus in 2015 was to complete all actions. Successes identified from the survey include team spirit, community reputation, communication and pride in employment at Sohar Aluminium. In alignment with expectations, a number of suggestions for improvement of employee satisfaction were identified focusing on the following topics: training, benefits and compensation, career development and recruitment. Action plans were developed by an internal committee. Following these steps, the results of the survey and

progress have been communicated to all employees in 2015. In 2016 the company will embark on another employee survey activity cementing its commitment to constant feedback and communication with its employees.

Competency Assessments

Since 2009, Sohar Aluminium has used a very detailed and thorough competency framework to support the development needs of all its employees. The framework sets objectives to be achieved at all functional levels down to individual tasks. Due to the success of this initiative the number of employees still working through the competency framework to achieve a fully competent standard is

continually reducing.

Employee Attrition

Our employees are our most valuable asset, and we invest significantly in their training and development to ensure retention. The annualised staff turnover for 2015 was 4.86%. Employee turnover is a significant part of people management. We ensure our employee lifecycle from recruitment to exit is engaged effectively. The employee turnover and new hires has to go in a balance in maintaining an optimum number of the skilled workforce.

Performance Management

Each employee at Sohar Aluminium has a Work Performance Plan (WPP) which is established in January every year and reviewed at mid-year with interim reviews. The WPP helps our employees in collaboration with their respective leaders to set goals, understand the company's expectations, establish measures and chart progress. This process ensures the right expectations from the employee are set and agreed upon, providing a platform for objective performance appraisal.

CAPACITY BUILDING AND TRAINING

In 2015, the Sohar Aluminium Training Centre moved closer to being accredited as a training institute by the Ministry of Manpower. Getting this prestigious achievement will certify the quality and comprehensive nature of our training and will provide us with opportunities to offer training programs to external parties. This will be a significant achievement for Sohar Aluminium and a formal recognition of the quality of training that is provided for employees to develop strong technical and leadership skills.

We continue to expand our training and human resources development programs in order to meet the current and future needs of our operations. In 2015, the focus of many training programs continued to be delivering refresher courses on fundamental operational procedures and best practices for our operators and also to build leadership skills for our aspiring, junior and middle management employees. Recognising the long term benefits of comprehensive mentorship and leadership skills, Sohar Aluminium provides extensive opportunities for employees at all levels to build leadership, communications, and management skills.

E-recruitment

In 2014, we developed an online recruitment portal to provide candidates with an online, easily accessible system for applying and tracking the status of employment candidacy at Sohar Aluminium. This process was launched in December 2014 and was in full use the entire year of 2015. Digitizing our recruitment process will reduce the time for processing and completing the recruitment process and allow us to better engage with our candidates and their needs.

Supervisors Communication Lunch

In 2015, Sohar Aluminium launched a number of initiatives relating to improving communication at various levels of the organisation. One such initiative was the introduction of Supervisor Communication Lunches. Held once per month for each operational shift, the lunch is designed as a forum to cascade important topics to our frontline supervisors. The topics vary from Safety through Business Strategy to Human Resources; following the Sohar Aluminium Strategy pillars as a guide.

The Supervisors are invited to contribute and discuss the

various topics and then take lunch together. Members of the ExCo and Operational Management also contribute and spend time with the supervisors during the lunch to discuss relevant issues. The lunch also provides a forum for our front line leaders to share experiences and gain an alignment of business issues.

Summer Student Training Program

Sohar Aluminium offered work exposure for 57 students in July and August 2015 as part of an annual program to provide work experience for students undertaking graduate programs in engineering and industrial sciences. These students were deployed across all areas of the plant and they gained valuable exposure on how an industrial plant operates through the production or support services departments.

Higher Education

To further the skills and expertise of our workforce, Sohar Aluminium provides a number of scholarship programs for employees to pursue advanced technical degrees. 24 employees benefited from this program in 2015, an increase from 18 participants in 2014.



Developing Smelter Technicians in Oman

Third batch of Multi-Function Technician (MFT) program started in April 2015. The aim of the program is to up-skill some of our existing operators to become full-fledged maintenance technicians ready to be deployed to our various operational units. 18 to 24 months program includes both theoretical and practical elements as well as structured on-the-job training elements. An investment of US\$ 3 Million has been made into the MFT program.

In addition to the above MFT program, Sohar Aluminium has delivered a wide range of short courses across a number of technical subjects such as hydraulics, pneumatics and Programmable Logic Control (PLC). Training Campaigns on Suspended Loads (Rigging and Slings), Hazardous Energy Control, Work at Height, Fire Extinguisher and Fire Warden, to name but a few.

Participation in Career Fairs

Sohar Aluminium participated in various career fairs held across Oman providing a platform for

Omani Nationals with qualifications in diverse fields of expertise to meet directly with recruiters and hiring managers as well as seek out various training and career opportunities. The Human Resources team answered queries on Sohar Aluminium's recruitment strategy while providing advice to students on being successful in the corporate world highlighting aspects of work ethics and professionalism. Sohar Aluminium's participation in the Careers Fairs is an integral part of the Company's initiatives to bolster its Omanisation efforts.

Leadership Creates Value!

The Team Leader Development Program (TLDP) launched in 2014 and known as "Develop To Lead", continued through the year 2015 with some adjustments that were added in order to extract the maximum value. The main adjustment was the introduction of a 3-way-meeting between coach, coachee and direct leader with the aim to ensure alignment with the business. 2015 witnessed the introduction of modules on the Environment, Health and Safety (EHS) and administration.

EMPLOYEE ENGAGEMENT

Sohar Aluminium fosters an environment that encourages working and celebrating success together as teams thus leading to an excellent and highly efficient workforce that continues to achieve new milestones. In 2015 many activities have been conducted for its employees, some of which have been listed below.

Employee Recognition

The new and improved Mumtaz scheme was launched in 2015. Based on the guidelines of the new scheme, the company has distributed Mumtaz Club passports to everyone in the company. Under the new scheme, an employee may earn points by fulfilling a range of action items stated in the passport. These action items are typical company activities ranging from attendance to a training to having a medical check up to memorizing a safety tenet and other similar activities. 808 employees have actively joined this scheme and majority have taken cash tokens in exchange for the points garnered. This program will

continue in 2016 aiming to further encourage engagement and reward contributions.

Employee Engagement in The Company's Business Strategy

In line with its commitment to Strong Internal Communication among its employees, SA employees were invited to meet the Executive Committee members who presented the State of the Plant. Various aspects were presented and discussed ranging from the company's Business Strategy, safety aspects, value creation and improvement projects. At the end of each session the employees had the opportunity to put forward questions to the Management on topics that were of concern to them. Additionally, the Business Strategy and company targets were made available at various locations across SA for everyone to stay up to date with the progress of the company's various KPIs.

Omani Women's Day

Sohar Aluminium reiterated its commitment to empowering and

promoting women in the workplace in the occasion of the Omani Women's Day, by inviting three successful Omani women who excelled in their careers and exemplified the potential of Omani women in the workplace to tell their stories of success and inspire all Sohar Aluminium working ladies to have great career aspirations.

45th National Day Photography Contest

SA organized a celebration for the employees on Oman's 45th National Day which included a Photography Contest under the theme of "My Beautiful Oman" featuring Oman's breath-taking Landscapes and Sceneries.

Fun Run And Sports Activities

Sohar Aluminium conducted its Annual Fun Run early in the year and saw a good number of participants. The Fun Run is an annual event held to promote good health and encourage people to exercise to stay fit by participating in two categories walking or running.







PRODUCTIVITY



PRODUCTIVITY

Management Approach

Smelter Productivity Update

2015 was a record year for metal production with the company producing 377,186 Tonnes - the highest annual production output in its history. This was achieved by operating at the highest amperage-389kA at the end of the year, target current efficiency and operating pots levels and a production rate of 2,879 kg Al/Pot/day - amongst the best in the world for this technology and amperage.



To achieve this feat, all departments across the smelter operated at significantly better levels than in previous years. The plant also achieved its best specific energy efficiency in the last 5 years at 13.7 kWhrs/kg. With the completion of the AP 39 lining, the plant is well on its way to operate at around 400kA efficiently. Metal purity levels improved significantly through the year contributing to outstanding customer satisfaction.

2015 HIGHLIGHTS OF PRODUCTIVITY

377,186 (tonnes) Hot Metal production in 2015	\$11.90 Million 2015 - Money saved through Value creation program	49.8 % 2015 - Power Generation efficiency
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To ensure these results are sustainable, Sohar Aluminium undertook to improve its quality of operations by implementing a program called "How We Operate". Initially piloted in the Reduction department, it will be rolled out across the plant in 2016-2017. The program focuses on getting back to basics in terms of operations and maintenance as the plant supports the amperage increase plan and the preparations for next generation pot change out program that will begin in 2016.

Whilst some challenges existed though the year, these were systematically resolved using Lean Six Sigma methodology, specifically KAIZEN events with good success.

Operational efficiency is central to Sohar Aluminium's success as a company. Management of plant assets and improving reliability are key components of the Productivity Pillar and with the continued effort to improve safety and the increase in production, the need for reliable equipment becomes even more critical to Sohar Aluminium. By implementing a stringent reliability program, the plant ensures that all stakeholders are working together to make improvements and ensure equipment is available to meet production demands.

Programs like the "Operate for Reliability" initiative engage our employees and improve the understanding of those involved while positively influencing their actions and impact on equipment.

Material Issues: Productivity

- Metal Production
- Energy Management
- Process Improvement
- Operational Efficiency & Reliability





The success of the work done so far has resulted in a breakdown work distribution to around 12% for 2015 placing Sohar Aluminium amongst the upper levels of its peers in terms of maintenance management. The next steps of the site reliability program will be launched with Critical Asset Audits on identified equipment by the Original Equipment Manufacturer (OEM).

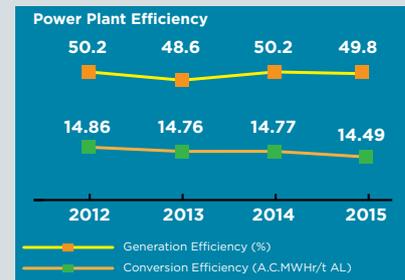
Further efficiency gains are made through Sohar Aluminium's Value Creation programs that create significant costs savings but also improve production processes to make it safer, more efficient and reliable. Innovative ideas from all tiers in the Company are captured, evaluated and implemented if there is business value. This process has delivered almost \$12 Million in cost savings through productivity gains in 2015.

Sohar Aluminium has also invested in a Booster section of 10 Pots that will allow operational tests on limited number of pots at higher amperages prior to operating the entire Potline at higher amperages thereby reducing the risk profile of the current amperage creep program and beyond. This investment also provides a development and training platform for operational personnel and provides an avenue for fine tuning of process parameters to optimum levels in order to achieve best possible performance of the pots.

Power Plant Optimisation

Optimising the operation of our Power Plant is a material aspect of the Productivity pillar. The objective of our Power Plant is continuous reliable and efficient electricity generation to the Smelter. In 2015, AC production

efficiency was 14.49 MWhr / tonne of Aluminium while Power Plant generation efficiency was 49.8%, exceeding the target of 49.7%. Power Plant efficiency although lower than 2014, was expected due to a brief, planned total shutdown of the Steam Generating Plant. Operating our Gas Turbines at high load in combination with our Steam Turbines maximised the Power Plant efficiency. Increase in metal production is directly linked to the energy output and both are progressing hand in hand.



Expanding Our Production Capacity

Amperage Creep Project: This project to increase production is progressing extremely well and within budget. The project was managed by Sohar Aluminium and great savings have been realised. The operations team has successfully managed the higher operating levels which has contributed to the project being ahead of schedule. This project will be complete by 2018, a year ahead of schedule.

PRODUCTIVITY

Enabling Operational Efficiency with Virtualization

Sohar Aluminium has successfully completed and tested its Automation Infrastructure Virtualization Project, an initiative that promises to deliver dramatic gains in system scalability, operational efficiency, and security cost savings over the coming years. With this achievement Sohar Aluminium became the first smelter in the GCC region to completely virtualize its automation infrastructure, thus becoming a regional benchmark in operational efficiency and disaster recovery.

For the core team that drove the Virtualization project at Sohar Aluminium, this milestone marked the culmination of a three-year exercise involving multiple departments and teams working hand in hand. In its final project stage, Disaster Recovery, was successfully tested, bringing to fruition an initiative that is widely regarded as ground-breaking for complex manufacturing industries like Sohar Aluminium.

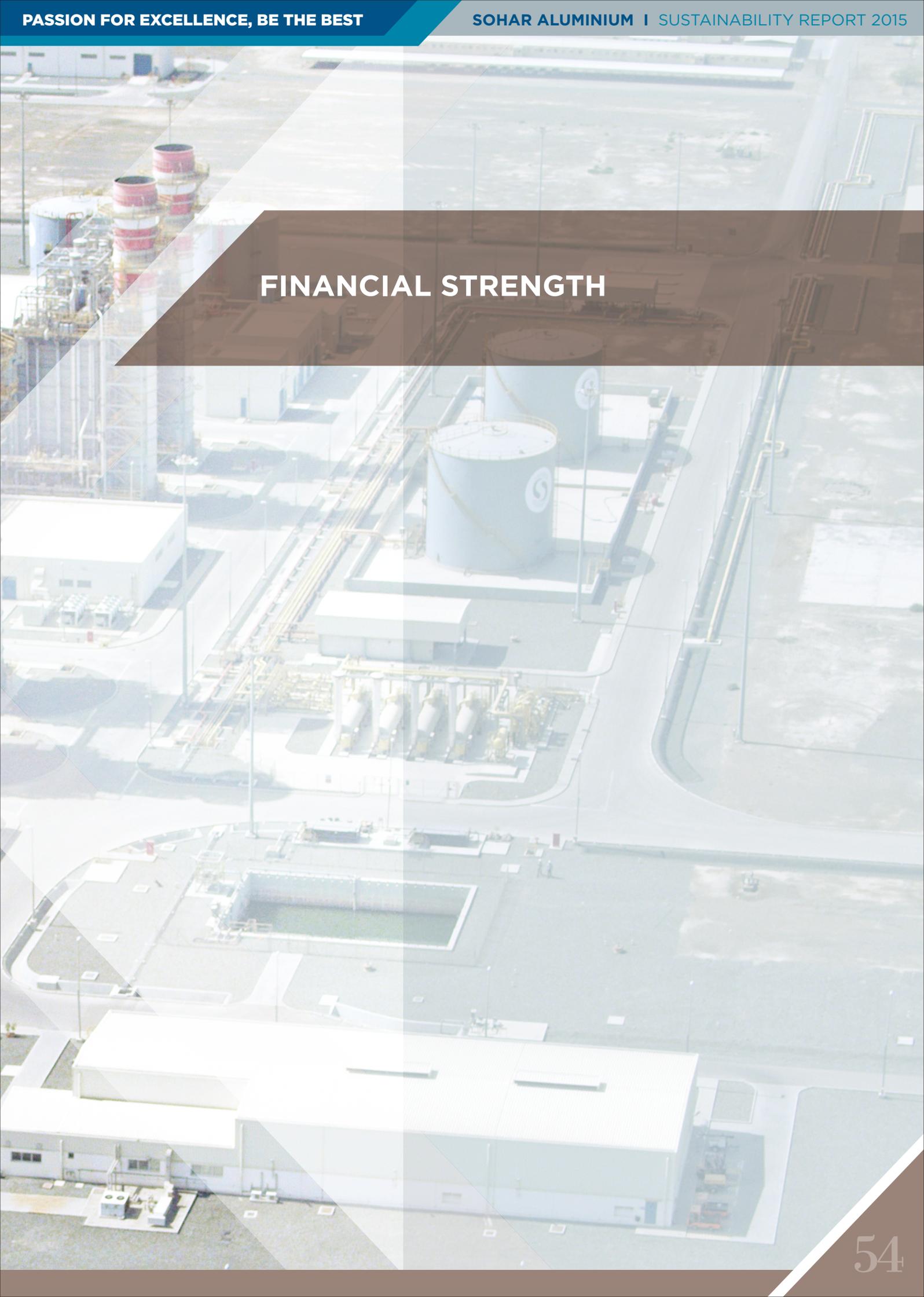
Virtualization is being increasingly embraced by, among others, manufacturing plants as a powerful tool for improving the overall reliability of its IT hardware and software systems,

whilst reducing costs in the operation of these assets. With this remarkable improvement, Sohar Aluminium plans to further develop its Virtualization Technologies to incorporate additional systems, thus ensuring optimal asset efficiency throughout the plant.







An aerial photograph of an industrial facility, likely an aluminum plant. The image shows several large, cylindrical storage tanks, some with the company logo. There are also various processing units, pipes, and a large rectangular pond. The facility is surrounded by a paved area and some smaller buildings. The text "FINANCIAL STRENGTH" is overlaid in a dark brown banner across the middle of the image.

FINANCIAL STRENGTH

FINANCIAL STRENGTH - Management Approach

Sohar Aluminium is committed to operate in a financially responsible manner in alignment with the expectations of its shareholders. Local economic development and In-Country Value (ICV) creation are central aspects of Sohar Aluminium's economic considerations. Sohar Aluminium continued to make a significant contribution to the economy. This has had an important impact on job creation and social development as well as a positive influence on Oman's gross domestic product.

Supporting Oman's Economic Development

Sohar Aluminium is considered as one of the leading successful projects to play a major role in Oman's economic diversification strategy. It differs from most other heavy industries already established in Sohar Industrial Estate and not petro-chemical based, but relies on natural gas to generate the power required for smelting.

Sohar Aluminium has three strong shareholders: Oman Oil Company SAOC, Abu Dhabi National Energy Company PJSC - TAQA and Rio Tinto. Besides injecting funds to launch the construction and operation of the Company, they also support with expertise, technology, and key commercial arrangements.

With the increased local hiring and an intensive focus on increasing local suppliers base and supporting Aluminium downstream factories to supply hot metal required for their processes, Sohar Aluminium's operations have had a large impact on the economic

development of the surrounding region by increasing income and in turn improving lifestyle. Sohar Aluminium not only impacts Sohar's economic development but also affects the national GDP of the Sultanate.

Sohar Aluminium currently supplies liquid metal to two significant value-adding downstream customers in Sohar Industrial Estate, one of which is in full production while the other is ramping up towards its installed capacity. The capability exists to add some additional downstream businesses, and project proposals will continue to be evaluated on a number of grounds including increasing local value and employment creation as well as financial factors. Supporting potential future investment opportunities in Aluminium downstream businesses will further enhance the Government's long-term vision to diversify Oman's economy.

Since its inception, Sohar Aluminium has remained compliant with applicable laws, regulations and international conventions.

Relationship with local economy

Sohar Aluminium invests substantially in improving the local and national economy. The company has effectively supported the creation of numerous local SME's (small and medium size enterprises) through offering its initial and ongoing contracts. These companies have become sustainable businesses in their own right, adding value to the

local economy and bringing wealth to the Al Batinah region. Sohar Aluminium attempts in its procurement processes to always maximize the In-Country Value (ICV) of all possible expenditures.

Material Issues: Financial Strength

- Economic Performance
- Optimise Inventory & Working Capital
- Cost Awareness
- Shareholders Value



HIGHLIGHTS OF 2015 FINANCIAL PERFORMANCE

47%	Nearly 180 Million US\$
Total local suppliers	Spending on local suppliers (2012-2015)

Cost And Productivity Effectiveness Mindset

We operate in a dynamic market where new challenges constantly arise, and the sales price of Sohar Aluminium's products are set on international commodity markets. In order to maintain competitive advantage in our industry, we recognize the need to further enhance and improve our processes to strengthen our results and our position in the industry cost curve, to be competitive in the international market as one of the best Aluminium smelters in the world.

With current overcapacity in international aluminium markets, cost management is an important factor to keep Sohar Aluminium competitive and sustainable. Communication has been strengthened in the last year to raise cost awareness and to ensure all employees understand the economics of the business and the impacts of their decisions on it. The Company uses a process for "Value Creation" in which

projects with a positive impact on income or cash are implemented and tracked - and many of these projects are based on ideas collected from employees, who are recognized for their suggestions.

Sohar Aluminium has also implemented the basic Lean manufacturing principles which seek to improve our processes by reducing waste and improving quality using powerful methodology and tools.

In 2015, USD 11.90 million in costs were saved as a result of the productivity gains. As Sohar Aluminium moves forward with its capital improvement programs such as the amperage creep project, asset reliability and operational efficiency will gain prominence as a significant value creator. In 2015 the total Value Creation for the plant was USD 33.8 million.

Another ongoing financial focus area for the Company is Working Capital - finding and optimising the best levels of money tied up in inventories,

raw materials, spares and stores. This requires effective risk management, as Sohar is fairly remote and getting a key part on site can take time. Given the nature of the production process, the Company can also not take the risk of running out of the main manufacturing raw materials. The Company has benefitted from the significant investment that has flowed into the Sohar port and surrounding infrastructure in recent years, improving logistics and possibilities.

As well as the three strategic shareholders, Sohar Aluminium has been financed by a consortium of international lending banks. The debt has been serviced as prescribed in agreements, and all Lenders' requirements have been consistently met.

Sohar Aluminium continues to provide a satisfactory financial return to its shareholders, while respecting the needs - economic and otherwise - of its diverse group of stakeholders.



CORPORATE CITIZENSHIP



CORPORATE CITIZENSHIP - Management Approach

Sohar Aluminium’s Corporate Citizenship has been creating business value by caring for the well-being of all stakeholders including the environment.

Since Sohar Aluminium’s establishment, a strong commitment has been made to developing strong ties and support networks in the Al Batinah region. It engages with key stakeholders on a regular basis in a variety of ways to identify social issues that it can support in addressing them and mitigating their risks. Sohar Aluminium has a well-established Corporate Social Responsibility (CSR) framework which is guided by the CSR Committee that reports to the CEO of Oman Oil Company. The committee comprising of the CEO, CFO, Communications Manager and CSR Superintendent (Secretary of the Committee) of Sohar Aluminium, offers strategic guidance in identifying the vulnerable population, target activities and events, budgeting and organising the community engagement.

Sohar Aluminium engages with its various stakeholders in a variety of ways and through various channels. This will provide a warmer image of the business that stakeholders will be more eager to engage with. All actions in the community aim the highest visibility and increase the pride to be a Sohar Aluminium team member. Many of 2015 events recognized Sohar Aluminium as an asset for the development of the country and as a major player in the International Aluminium Industry.

From the auditor’s report from the

annual lender’s audit: “...a number of positive issues were noted most specifically in relation to: Community engagement, communication and corporate social responsibility; Waste management particularly of legacy materials; Water Management; and Interaction with the regulators.”

Corporate Social Responsibility Strategy

It is the mission of Sohar Aluminium to bring wealth, prosperity and growth to the Al Batinah region through excellence and ownership and this is vital for us to pursue sustainable business operations. Sohar Aluminium regularly engages with the community to identify their essential needs and address them in the best possible way.

The Board of Directors endeavours to allocate appropriate investments for CSR and make a commitment to set an independent budget for CSR activities. This commitment is one of the key drivers for Sohar Aluminium’s high investment in its CSR programmes. The annual budget allocated directly by the Board of Directors is equal to 1.5% of shareholders distributions (no less than US\$1 million and not exceeding US\$3 million annually).

Sohar Aluminium’s CSR projects have focused on six main priorities, being:

- Jusoor Projects.
- Sustainable Projects.
- Education.
- Social Contribution and Voluntary Projects.
- Environment, Health and Safety.
- Gulf Aluminium Council & Oman Oil Company Group Initiatives.

A significant portion of community investment funds are allocated to the Jusoor Foundation, a collaborative CSR organisation established jointly by Sohar Aluminium, Vale and Orpic to address common social development opportunities in Oman, particularly in the Al Batinah region.

Material Issues: Corporate Citizenship

- Reputation and Brand Management
- Corporate Social Responsibility
- Community Engagement
- Downstream Industrial Development
- Al Batinah International School





COMMUNITY SERVICES

Inauguration of Al Noor Association for the Blind in Wilayat Sohar

Under the auspices of His Excellency Sheikh Mohammed bin Suayyed Al Kalbani, Minister of Social Development and in the presence of His Excellency Sheikh Muhanna bin Saif Al Lamki, Governor of North Al Batinah, SA headed by its CEO, the Chairman of Al Noor Association for the Blind in Wilayat Sohar, successfully unveiled a fully-fledged 500 square meter premises for the Al Noor Association for the Blind in Wilayat Sohar. The event was attended by their Excellencies the Walis and members of Al Shura Council, along with General Managers from the Private and Public sectors in Al Batinah and members of the community. Built with the intention of raising awareness about visually impaired people's rights, and empowering them to improve their lives, the OMR 120,000 building aims to improve the quality of life of more than 300 visually impaired individuals from Al Batinah North and South, Ad Dhahirah as well as Al Buraimi Governorates.

MoU for Oman Association for Disabled (OAD) in Wilayat Sohar

SA has signed a Memorandum of Understanding (MoU) with the Ministry of Social Development to build new premises for the Oman Association for Disabled (OAD) in Wilayat Sohar at a cost of OMR 110,000. The signing

ceremony was held in the presence of H.E. Sheikh Mohammed bin Suayyed Al Kalbani, Minister of Social Development. The new fully-equipped OAD building will serve as a training centre for the region and aims to improve the quality of life of more than 450 people with disabilities from Al Batinah North and South, Ad Dhahirah, Al Buraimi as well as Musandam Governorates. Construction started in June 2015 and is expected to be completed in one year's time.

Aluminium Handicraft Training Program

This program that was launched in April 2013 in cooperation with the Public Authority for Craft Industries continued through 2015. The objective of this program is to train and develop ladies from the local community for a period of 3 years to develop skills for manufacturing aluminium handicrafts and eventually become entrepreneurs in this trade.

The trainees developed their English proficiency and took courses in Entrepreneurship and technical skills. The Aluminium Handicraft program duration was extended for one more year ending on 31 March 2016. During the extended period, Sohar

Aluminium will qualify the trainees to follow the basics and principles on financial systems, human resources, procurement and marketing expertise from its volunteering and qualified employees as well as creation on new company with all required branding to allow them starting their business on professional way.

Lifesaving Equipment for Fishermen

Sohar Aluminium, in cooperation with the Directorate General of Fisheries in the Al Batinah governorates, distributed lifesaving equipment, including GPS devices, life jackets and torches to fishermen from the coastal villages in the Wilayat of Sohar. The distribution of lifesaving equipment to local fishermen is part of SA's initiative to ensure every fisherman is fully equipped with good safety tools in the area of Sohar.

This initiative aims at promoting volunteerism among SA employees as a number of them volunteered to distribute lifesaving equipment to the local fishermen and shared with them their experiences, giving them safety tips and guidance.

Amount of Community Investment (USD)	2012	2013	2014	2015
	1,387,641	1,361,292	972,327	1,685,726



Award Winning CSR Programme

Sohar Aluminium was awarded the Excellence Award in Social Responsibility for 2014 by the Arab Social Responsibility Organization in recognition of the environmental practices as well as their commitment to maximizing positive impact in community services, supporting downstream job creation, supporting and encouraging employees into community volunteering.

Coral Reef Cleaning

SA launched the “Sohar Aluminium Coral Reef Cleaning Campaign”, an initiative to conserve marine life and coral reefs in Sohar. Vast amounts of broken nets, cages and other forms of littering were removed from the coral reefs off the shores of Khor Al Siyabi, Al Suwaihira, Ghail Al Shubool, Al Uwainat and Majazz. Sohar Aluminium Coral Reef Campaign aims at promoting SA’s ‘Zero Harm’ mindset in the local community and is part of SA social responsibility to preserve the integrity of the nature. SA intends to make this campaign an annual activity and part of SA Volunteering Program.

Shades for School Yards

Recognizing the importance of avoiding heat stress and ensuring students are able to enjoy their recess at school, Sohar Aluminium provided schools in Al Batinah Governorates with shades in their assembly yards. In cooperation with the Directorate General of Education in Al Batinah Governorates, Sohar Aluminium funded the installation of shades in the assembly yards of several schools in a number of wilayats in Al Batinah North and South Governorates. The number of students that benefitted from these shades total between 3500-4500 students. Through

such initiatives SA aims at creating pleasant learning environments for the young generations.

Liwa Park

SA in cooperation with Orpic launched the second phase of Liwa Park construction project. The project which costs OMR 400,000 will provide a facilities for the social and cultural activities for the local community members once completed. SA had already invested OMR 70,000 for phase one of this project.

KEY STAKEHOLDERS ENGAGEMENT

Key Stakeholder engagement is a central part of Sohar Aluminium's commitment to corporate citizenship. Through its multiple community engagement efforts Sohar Aluminium aims to maximise its positive impact in community services and be recognised as an asset by surrounding communities.

Here are some highlights from our key events in 2015:

SA Volunteering Program

In line with its efforts to maximize its impact in community services, Sohar Aluminium Volunteering Program was launched. Sohar Aluminium organized and participated in a number of volunteering activities in the surrounding communities. These activities were communicated internally and employees were encouraged to participate.

Volunteering activities included but were not limited to: distribution of lifesaving equipment to 200 Fishermen in Sohar, cleaning Sohar coral reefs, tree planting, distributing grocery vouchers to needy families during Ramadan, blood donation campaigns, participation in SME development panels, visiting the Oman Handicapped Association in Saham and visiting patients in Sohar Hospital during Eid.

Community Engagement Events

Sohar Aluminium had launched in 2014 a series of monthly Key Stakeholder Engagement Events in high footfall locations (Saefer Mall, Sohar). These family oriented events constitute an excellent platform for sharing the company values and communicating vital messages

with members of the surrounding community. These events continued to be held through 2015 with each event centred on a particular theme related to health, safety or protecting the environment such as 'Road Safety', 'Anti-littering', 'Hands and Fingers Safety'. Sohar Aluminium will continue conducting such events through 2016 to reach out to its local community and spread awareness and raise public knowledge about various health, safety and environment related issues.

International Symposium On Heat Stress Management

SA organized Oman's first 'International Symposium on Heat Stress Management' in association with the Ministry of Health, the Ministry of Manpower, under the auspices of His Excellency Sheikh Muhanna bin Saif Al Lamki, Governor of North Al Batinah. The Symposium gave more than 120 delegates the opportunity to discuss various Heat Stress Prevention, Mitigation, Monitoring and Management best practices. The Keynote Speaker was Dr Thomas Bernard, Professor and Head of the Department of Environmental and Occupational Health at University of South Florida and a world renowned expert in Heat Stress Management.

Heat Stress Awareness

An Awareness Campaign was launched illustrating employees from various operational units stating that drinking sufficient amounts of water helps them be more productive, efficient and feel healthier. The campaign was

customized during Ramadan to create awareness on how to stay hydrated and eat a balanced meal during Iftar and Suhoor. SA also introduced a "Quench Squad", a bus that carries volunteers and visits all areas in the Company to remind and encourage their colleagues to stay hydrated. The SA's Heat Stress Management campaign was also extended to the employees' children through an Activity Book to educate them about the dangers of heat stress.

SA distributed 50,000 copies of the Activity Book on Heat Stress Awareness to the community for their children, to educate them about the dangers of heat stress in a fun and entertaining way. This book distributed as a newspaper insert throughout the Sultanate helped parents teach their children about heat stress and ways to prevent it. At the same time, children enjoyed a fun activity and quality time with their parents doing the activities in this book. We believe that educating young children will help the generations to come to keep themselves safe and healthy.

Student Visits

SA received various delegations of students from various specializations and institutions throughout the year 2015. These continuous students' visits organized by Sohar Aluminium are aimed at promoting the Aluminium Industry in Oman and attracting the best Omani graduates to apply and enroll in the company. This also helps us prepare future generations in Oman to plan their education specialization according to the industry needs.

Business Opportunities Forum

Sohar Aluminium participated as a Golden Sponsor at the Business Opportunities Forum held at Oman International Exhibition Centre in November 2015. SA signed contracts worth over OMR One Million in the presence of H.H. Sayyid Haitham bin Tariq Al Said, Minister of Heritage and Culture.

Exhibitions

SA participated as an exhibitor in the Water Resources Exhibition organized by the Directorate General of Regional Municipalities and Water Resources in Al Batinah North. During the exhibition, SA gave a presentation about its "Zero Discharge" initiative, recycling its waste water to maintain green landscaping around the plant. SA also participated in Oman Industrial Day Exhibition organized in Muscat by the Ministry of Commerce and Industry, the Small and Medium Entrepreneurs (SME) Symposium and the Aluminium Middle East (AME) exhibition that was held in Dubai.

Sponsorships

SA has a comprehensive Sponsorship program supporting big initiatives across Oman that impact various aspects of the society. In 2015

we sponsored initiatives that target themes such as Environment, Health, Safety, Community Services, Social Activities, In-Country Value, Education, and Sports activities.

Summer Programs

SA funded a number of summer programs as part of the community support programs aimed at benefiting students during their summer vacation and helping them spend quality time. The program included a number of events that enhanced the skills and knowledge of students. The project also aimed at promoting voluntary work among students, creating a sense of competition in areas that generate benefits, not only to them but also their local communities. The programs also included awareness campaigns against smoking, irrational driving and others. The students were encouraged to be creative, innovative and polish their knowledge and skills to benefit their societies. The participation and interaction by females in this program has been great.

Breast Cancer Awareness Campaign

SA executed a Breast Cancer Awareness campaign launched by Liwa Health Centre. The week-long awareness campaign

on breast cancer comes under the umbrella of the CSR committee of the Gulf Aluminium Council. All smelters operating in the region carried out similar campaigns on breast cancer in their respective countries. Women from the Wilayat of Liwa attended lectures and workshop that explained the causes, symptoms, and treatment of this illness.

Basma Campaign

Basma Project is an initiative of SA to bring a smile on the faces of those admitted at the Sohar hospital during the Eid Al Fitr period. In 2015 Sohar Aluminium volunteers distributed gifts to 300 patients including children and adults, from various units of Sohar Hospital. The initiative also aimed to boost the cooperation between Sohar Aluminium and the medical fraternity in Sohar.

JUSOOR

Based on their genuine belief in their social responsibility, Sohar Aluminium, Orpic and Vale had a vision of a collaborative Social Responsibility Foundation that can translate their commitment to the community where they operate into social projects that touch the needs of the people. This vision was realized in 2011 with the formation of Jusoor.

The approach of the Foundation is based on a strategy of broadly structured social investment, designed for short, medium and long-term horizons, and managed in a professional manner. This strategy is constructed jointly with government, civil society organizations, partners and other related organizations, based on a shared vision. This distinctive approach taken by the Foundation makes it a model in terms of developing links and partnerships between the public and private sectors and leveraging local resources.

Following are snapshots from the main projects implemented by Jusoor in 2015

Drug Rehabilitation Center

This specialized center for the treatment and rehabilitation of drug addicts is the first of its kind in the Sultanate. The center was established in cooperation with the Ministry of Health and will contribute to reducing the impact of drug addiction and its spread in the region through training and awareness programs within the community. The center which is being built on a 40,000 m2 plot of land in

Sohar with a capacity of up to 60 beds will be equipped with the latest treatment and rehabilitation means by a specialized medical team to facilitate rehabilitation.



Investment Buildings for Clubs (Sohar - Majees - Al Salam)

Jusoor supports initiatives that helps in providing many opportunities in the fields of rehabilitation and professional development, discovering new talents, supporting sports activities and creating social integration. From this standpoint, Sohar Aluminium and Orpic, in cooperation with the Ministry of Sports Affairs represented by the General Directorate of Sports Affairs in Al Batinah North Governorate, funded the investment buildings

projects for the clubs of Sohar, Majees and Al Salam. Through the investment building these clubs can receive additional revenue to fulfil their civic duties by conducting various sports and youth programs thereby making a positive impact on the community.

Grassroots Development Center (Ashbal)

Ashbal is an ambitious project that aims at helping children to develop their physical skills, get exercise, make friends, have fun, learn to play as a team, learn to play fair, and improve self-esteem. The project targeted 270 students and included the following activities during 2015:-

- 10 Entertainment trips
- 10 Awareness lecture

Organizing friendly meetings to contribute in supporting spirit of teamwork.

Organizing remedial classes in scientific subjects (Mathematics, English and Science).

Organizing events and volunteer works to contribute to community service.

Educational Robot Laboratory

In cooperation with the General Directorate of Education in Al Batinah North Governorate the Educational Robot Laboratory was established by Jusoor in its quest to achieve sustainable social development in the fields of culture and sport.

These 2 laboratories aim to contribute to the development of education in the Sultanate of Oman, to prepare a generation of students who have theoretical and scientific knowledge in the field of Robotics, to enhance the scientific aptitude of students, and to connect it to practical training.

The laboratory consists of two sections with a capacity of 48 students. It is designed in a manner that allows students to learn collectively, additionally the laboratory is equipped with a number of learning packages and computer programs and supportive means and tools that enable the teacher to train the students in robotics principles and sciences.

Al Wafa' Investment Building

Jusoor contributes towards supporting disabled children by implementing a number of programs and projects such as rehabilitation and care centers and associations for the disabled. Jusoor took part in funding the establishment of an investment building for the benefit of Al Wafa' center for the care of disabled children on a 1,200 m² plot of land in Sohar. This project was implemented in

cooperation with the Ministry of Social Development and the Social Development Committee, which reports to the office of the Wali of Sohar. The building will create revenue for Al Wafa' center to serve and educate the children and to support the center's activities to provide better services and quality programs to treat and aid disabled children.

Ice making unit

The project involved the provision of Ice making unit for the fishing market in Liwa. Its aims to increase the quality of fish by providing ice instantly to the market. The unit is located in the market center.

Artificial reefs in Majees

In cooperation with the DG of Fisheries at North Al Batinah, Jusoor launched the social project of supporting local fishermen in Majees and the surrounding villages. The project involves the fixing of 60 artificial reef units in the sea. The reefs were fixed in an area of 40,000m² and 15-17m deep. The artificial reef units that weigh 12,000 kgs. each are expected to contribute to increasing the fisheries reproduction in the area.

AL BATINAH INTERNATIONAL SCHOOL

Founded in 2007 by Sohar Aluminium, the Al Batinah International School (ABIS) has quickly positioned itself as the leader in quality education in the Sohar region. ABIS is one of only 3 International Baccalaureate (IB) authorized schools in Oman to offer the IB Diploma and the only IB school in the Al Batinah region. ABIS is also a member of the Middle East International Baccalaureate Association (MEIBA) in addition to being authorised to offer the IGCSE qualification by Cambridge University for its Grade 10 students.

ABIS has had an exciting and successful year with many positive milestones achieved. Students who are successful in this programme have the ability to study at the best universities around the world. ABIS is proud to be able to offer this gold standard programme to its expatriate and Omani students which will bring about benefits for the region over the medium and long term.





CUSTOMERS



CUSTOMERS - Management Approach

Strong relationship development is at the core of fulfilling our customers' needs in a successful and sustainable way. Through our commitment to reliable delivery of quality metal products, Sohar Aluminium is realizing the full potential of our business to be a driver for economic development through revenue generation, shareholder returns, and provision of aluminium for local and regional markets. Sohar Aluminium is strongly positioned as a partner of choice for Oman's burgeoning downstream metals industry, both through direct supply of metal to local manufacturers, and also through strong participation in local markets for procurement of goods and services.

Meeting the needs of our customers is heavily dependent on responsible and effective supply chain management, both critical parts of Sohar Aluminium's long term strategy. Our supply chain and customer relationships maximise the value of our products and puts our business in a better position to continue to be the partner of choice, a leader in our markets and a creator of significant value for our customers and business partners.

Our Customers

We believe in long term supply relationships with our customers and that's why we strive to build lasting arrangements based on quality and reliability. 2015 marked another year of strong customer services performance in which all existing metal supply agreements were fulfilled on schedule. In addition, we have been able to expand our customer base through the sale of available metal resulting from increased annual production. Direct metal supply and the expansion of Sohar Aluminium's customer base is a significant opportunity that we will continue to realize as our production and product availability allow.

Over the last year, Sohar Aluminium met all of its delivery quotas, delivering 82,750 tonnes of hot liquid aluminium to our downstream customers in Oman - Oman Aluminium Rolling Company (OARC) and Oman Aluminium Processing Industries Limited (OAPIL). Successful product management allowed us to maintain on-schedule delivery of metal products, with no product delivery interruptions and resolution of 100% of customer inquiries regarding product quality.

We see this as a significant achievement fully aligned to the promise of reliable and on-time delivery that is expected from our customers.

Material issues: Customers

- Product Quality
- Supply Reliability
- Product Sales & New Sources of Revenue
- Supply Chain Management



New Customers, New Potential

In 2015, we continued what we consider a long term project to establish new relationships with customers in the UAE through the sale of solid metal. This provided Sohar Aluminium with a new source of revenue which will grow going forward.

G4-4, G4-8, G4-9



Looking forward, maintaining and building strong relationships with our customers will continue to create value for Sohar Aluminium. Revenue generation from product sales and favourable customer relationships will also maximize the value that is generated from Sohar Aluminium's increasing production capacity resulting from major plant upgrades such as the pot relining and amperage creep projects. As our customer base expands, so too does our internal capacity and management systems.

Quality and Reliability

Product quality and reliability are key factors in successful

customer relationships. All aluminium produced follow's Sohar Aluminium's Quality Policy, which designates specifications for the technical specifications of our metal products. Sohar Aluminium Casthouse and Power Plant are certified under ISO 9001:2008 Quality Management Systems as part of the company's commitment to delivering comprehensive, quality based management for successful customer relationships and product sales.

Annual customer satisfaction surveys are a part of our quality policy and provide one of many direct communication channels with our customers to address

concerns and inquiries and ensure we are meeting the expectations of our customers and delivering superior customer experience.

Our Products
Sohar Aluminium sells aluminium in three forms:

- Ingots (23.7 kg)
- Sows (700 kg)
- Hot Metal (for local downstream partners)

2015 Customer Highlights

Revenue generation through additional solid metal sales

Total 82,750 Tonnes liquid metal sold to existing downstream customers

100% Customer inquiries resolved

SUPPLY CHAIN MANAGEMENT

Successful supply chain management focuses on minimizing risks, optimizing price and elimination of production disruption through on time delivery and critical item contingency planning. It presents an opportunity for Sohar Aluminium to reduce costs through warehouse and stock management as well as sound supplier negotiation and contingency planning. All suppliers are assessed during the evaluation process on the basis of EHS performance and mandated to abide by Sohar Aluminium's rigorous safety standards. Safety induction trainings are provided for all contractors and service providers as part of Sohar Aluminium's uncompromising commitment to safety.

In 2015, supply chain management continued to evolve as Sohar Aluminium began a number of new supplier agreements to improve reliability and optimize costs for the supply of significant production components such as raw material. We will move to a new Calcined Petroleum Coke supplier in 2016 based on work we did during the prior year. In addition, we continued to mature our supplier management systems through enhanced inventory systemization and monthly supplier relationship evaluation meetings.

Building Local Supply Chain

Sohar Aluminium is committed to developing partnerships with local Omani suppliers as a means to improve our supply chain and support local economic development. While Sohar Aluminium's primary raw material, alumina, and a majority of machinery and heavy equipment is sourced from outside of Oman, Sohar Aluminium has developed a strong network of nationally-based suppliers who provide a variety of goods and services from administrative items to specialized manpower. Site visits and quantitative supplier assessments allow Sohar Aluminium to build strong relationships with suppliers and ensure that our expectations for safety, quality, and operational management are met.

Local suppliers represent a significant opportunity to enhance the Omani metals and manufacturing sector while reducing costs and product delivery time. Our partnership with the Sohar Foundry and Marine Engineering L.L.C (SFME) is a great example of a successful local supplier relationship that has created significant benefits for both parties. Sohar Foundry is now supplying Sohar Aluminium with casting moulds for our smelter on an as-needed basis. Since this partnership

began, Sohar Foundry has expanded its operations and signed a number of new clients including Emirates Aluminium (EMAL) and Oman Refineries and Petrochemicals Company L.L.C (Orpic).

Contractor Management

Contractors continue to be a key stakeholder at Sohar Aluminium as they provide specific technical and maintenance services to meet the requirements of our assets and manpower demand. They comply with Sohar Aluminium's requirements to work on site which includes operational and EH&S requirements. Sohar Aluminium's Contractor Management Roadmap which outlines objectives for contractor performance and oversight is entrenched in the way we manage our contractors and is being continuously reviewed and improved.

Contractor management meetings are regularly being conducted to share learnings across site and to provide the necessary training and development. They are encouraged to develop their company's EH&S plan and present at these meetings. Whilst on site, the contractor workforce is considered as Sohar Aluminium's resources and as such their key performance indicators for successful engagement are included in that of Sohar Aluminium. In 2015, contractors performed almost 1.2 million work hours for Sohar Aluminium with improved performance in lost time injury frequency rate.

Safety Performance Indicator	Unit	2012	2013	2014	2015
Injury Frequency Rate*	200,000 man-hours	0.37	0.33	0.17	0.33
Recordable Injury/Illness* Frequency Rate	200,000 man-hours	0.85	0.70	0.50	0.54
Lost Time Injury Rate*	200,000 man hours	0.32	0.33	0.33	0.20



APPENDIX A. REPORT PARAMETERS

This report highlights the Sohar Aluminium’s sustainability performance that is of particular interest to a broader set of stakeholders. It is the 7th Sustainability report since 2009, Sohar Aluminium is committed to the sustainability of its business and region and accordingly intends to continue to issue a sustainability report annually. This report is available as an electronic copy only.

GRI Content Index

This report was prepared with reference to the GRI G4-In Accordance-Core, sustainability reporting guidelines and indicators. Please refer to Appendix C for further information.

Boundary of the Report

This report covers the operations of Sohar Aluminium as an independent entity

operating only in the Sultanate of Oman through its headquarters located in Sohar. Sohar Aluminium does not have control or significant influence with regard to financial and operating policies of any other entity and does not own any subsidiaries nor is part of any joint ventures; therefore there are no limitations on the scope or boundary of this report.

Our Materiality Test

The scope of this report was prepared with the four GRI principles; materiality, stakeholder inclusiveness, sustainability context, and completeness. It aims to ascertain the definition of materiality for Sohar Aluminium and what this report shall cover.

Stakeholder Inclusiveness

At Sohar Aluminium we value the opinions of our stakeholders and believe that a systematic

dialogue can assist us in better identifying opportunities for further development or conflict issues that may arise. Our operations affect many different stakeholders, ranging from our employees, social partners, investors and suppliers to governments and influencing groups as well as our neighbourhood communities from the Al Batinah region.

Completeness

In identifying the scope of the report, we took into consideration issues that are relevant both upstream and downstream to Sohar Aluminium. Our aim was to cover all significant actions and events within the reporting period and put forward all information that can be of importance to our stakeholders.





APPENDIX B. COMPANY PERFORMANCE 2012-2015

Environmental Health and Safety

Waste Management

	2012	2013	2014	2015
Waste Disposal (Tonne)	4,179	5,534	7,677	6,252
Waste Disposal (Kg/T Al)	11.6*	15.5*	21.1*	16.6

Waste Recycled

Non Hazardous Waste Recycled	2012	2013	2014	2015	Final Disposal
Recyclable Steel (m ³)	660	840	738	576	Steel Recycler
Recyclable Wood (m ³)	3,474	4,350	5,826	1,614	Wood Recycler
Paper and Cardboard (m ³)	1,020	1,308	1,596	1,074	Paper Recycler
Recycled Plastic (m ³)	150	780	783	522	Plastic Recycler
Hazardous Waste-Non Recyclable (m ³)	2,271	3,054	2,442	2,376	Stored On-site
Total Recycled (m ³)	5,766	7,418	9,066	5,817	
Metal Production (Tonnes)	360,102	354,060	363,528	377,186	assumed as hot metal production

Energy Management

	2012	2013	2014	2015
Natural Gas Consumption(mmbtu)	36,855,242	38,026,750	37,151,064	38,265,529
Fuel Oil / Diesel Usage (Litres)	262,726	368,925	274,076	134,036
Total Power Generated (MWhr)	5,419,713	5,420,247	5,466,811	5,586,481
Power Used by Smelter and Port Operations (MWhr)	5,352,933	5,228,457	5,344,877	5,467,238
Energy Consumed (GJ)	38,893,473	40,133,253	39,206,207	40,377,046
Energy Consumption Intensity (GJ / Tonne)	108.0	113.3	107.8	107.0
Generation Efficiency (%)	50.2	48.6	50.2	49.8
Conversion Efficiency (A.C.MWhr/t Al)	14.86	14.76	14.77	14.49

APPENDIX B. COMPANY PERFORMANCE 2012-2015 (Contd.)

Water Management

	2012	2013	2014	2015
Sea Water Use for Cooling (m3)	316,756,360	354,358,291	365,209,405	372,250,419
Seawater Consumption in the Reverse Osmosis Plant (m3)	1,838,579	1,033,437	0*	0*
Brackish Well Water Extraction (m3)	1,206,141	1,901,568	2,645,864	2,928,257
Well Water Intensity (m3 / tonne Al)	3.35	5.37	7.27	7.76
Process Water Produced (m3)	1,082,946	1,025,981	972,952	1,120,327
Brine Discharged to the Sea (m3)	1,650,105	1,752,446	1,486,714	1,604,753
Demineralised Water Used for Heat Capture in the Heat Recovery Steam (m3)	120,799	136,588	144,490	175,145
Process water (non-potable) exported to Majis Industrial Services Company (m3)	628,531	566,832	499,643	599,231
Sewage Water Imported from neighbouring community for irrigation (m3)	131,778	114,153	111,577	109,141
Treated Sewage Water Used for Irrigation (m3)	126,379	126,426	127,805	133,329
Percentage of Treated Sewage Water Re-used for Irrigation (%)	100%	100%	100%	100%

* Seawater is used for once through cooling of the Steam Turbine Condensers and for supplying the reverse osmosis plant. In 2014 and 2015, the sea water consumption in reverse osmosis plant was nil as bore well water was used instead.

Emissions Management

	2012	2013	2014	2015
Total CO2 emissions generated (Tonnes CO2 /MWhr)	0.50	0.50	0.50	0.50
PFC emissions (t CO2 eq./ t Al)	0.05	0.12	0.03	0.17
Total CO2 emissions from smelter activities(t CO2 eq./ t Al)	1.82	1.81	1.70	1.78
Total CO2 emissions from Sohar Aluminium facilities (Smelter, Power Plant and Port) per tonne of aluminium produced(t CO2 eq./ t Al)	7.62	7.85	7.47	7.51
Hydrogen Fluoride-Gas Treatment Centre (GTC) (Tonne Gaseous HF)	22.00	20.00	16.18	15.39
Total Fluoride Emissions-Smelter(kg HF/t Al)	0.90	0.59	0.47	0.50

APPENDIX B. COMPANY PERFORMANCE 2012-2015 (Contd.)

People

Employee breakdown by designation

Levels	2012			2013			2014			2015		
	Omani	Expat	Total									
Semi-Skilled	348	0	348	353	0	353	329	0	329	340	0	340
Skilled	210	120	330	207	133	340	219	136	355	219	125	344
Professional	58	56	114	79	51	130	74	48	122	82	44	126
Management	75	84	159	76	98	174	82	91	173	84	88	172
Total	691	260	951	715	282	997	704	275	979	725	257	982

Turnover and Retention	2012	2013	2014	2015
New Employee hires	29	105	46	51
Employee Turnover rate	10.30%	5.92%	6.43%	4.85%

Employee Age	2012	2013	2014	2015
20-30	442	399	305	236
30-40	359	434	497	564
40+	149	164	177	182

Training

	2012	2013	2014	2015
Investment in vocational training	1.2 M US\$	0.9 M US\$	0.9 M US\$	1.2 M US\$
Average training day per employee	10 days	14 days	12 days	12 days
Number of employees received training	998	990	990	982
3 year Maintenance Technician Program-Omani Employees	25	21	30	22
Total number of training hours	113,913	90,279	90,000	94,609
Training hours per employee	114	91	91	96

APPENDIX B. COMPANY PERFORMANCE 2012-2015 (Contd.)

Corporate Citizenship

CSR Budget breakdown

	2012	2013	2014	2015	2016 Targets
Jusoor Projects	37%	37%	55%	60%	71%
Sustainable Projects	15%	24%	26%	22%	5%
Education	24%	6%	3%	5%	4%
Social Contributions & Voluntary Projects	6%	15%	10%	10%	10%
SMEs	6%	6%	3%	0%	0%
EHS	12%	12%	3%	3%	8%
Group Initiatives	--	--	--	1%	1%

Percentage of Local and Foreign suppliers	2012	2013	2014	2015
Local Suppliers	42.5%	38.1%	67.1%	47.3%
Foreign Suppliers	57.5%	61.9%	32.9%	52.7%



APPENDIX C. GRI CONTENT INDEX

The table below provides the disclosure of GRI content for 'In accordance' option core. Further explanation for each indicator is presented online at <https://g4.globalreporting.org/Pages/default.aspx>

Table Key

- Reported
- Not Reported

General Standard Disclosure	Page Number	External Assurance
GENERAL STANDARD DISCLOSURES		
Strategy and Analysis		
G4-1	■ 7 - 10	Not Assured
G4-2	■ 21, 25-27	Not Assured
Organizational Profile		
G4-3	■ 11	Not Assured
G4-4	■ 70	Not Assured
G4-5	■ 11	Not Assured
G4-6	■ 11	Not Assured
G4-7	■ 11	Not Assured
G4-8	■ 11, 69, 70	Not Assured
G4-9	■ 11, 19, 70, 49	Not Assured
G4-10	■ 19, 41	Not Assured
G4-11	■ 30% of Sohar Aluminium Employees are members of the Trade Union	Not Assured
G4-12	■ 71	Not Assured
G4-13	■ No changes	Not Assured
G4-14	■ 7-10	Not Assured
G4-15	■ 24, 29	Not Assured
G4-16	■ Sohar Aluminium is part of the following associations: <ul style="list-style-type: none"> • Oman Chamber of Commerce and Industry • Gulf Aluminium Council • International Aluminium Institute • AP 30 Club 	Not Assured
Identified Material Aspects and Boundaries		
G4-17	■ 73, the company has no annual report or public financial statements.	Not Assured
G4-18	■ 21, 25, 73	Not Assured
G4-19	■ 25	Not Assured
G4-20	■ 73	Not Assured
G4-21	■ 25	Not Assured
G4-22	■ 6, 25	Not Assured
G4-23	■ No Change	Not Assured

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General Standard Disclosure	Page Number	External Assurance
GENERAL STANDARD DISCLOSURES		
Stakeholder Engagement		
G4-24	■ 23, 24	Not Assured
G4-25	■ 23, 73, 63	Not Assured
G4-26	■ 23, 24, 73, 63	Not Assured
G4-27	■ 23, 24	Not Assured
Report Profile		
G4-28	■ January 1-December 31, 2015	Not Assured
G4-29	■ 21, Sohar Aluminium 2014 Sustainability Report was published in 2015.	Not Assured
G4-30	■ 22	Not Assured
G4-31	■ 6	Not Assured
G4-32	■ 63 - 66	Not Assured
G4-33	■ This report was not checked by third-party.	Not Assured
Governance		
G4-34	■ 13-16	Not Assured
G4-35	■ 13	Not Assured
G4-36	■ 13	Not Assured
G4-37	■ 15	Not Assured
G4-38	■ 13, 14	Not Assured
G4-39	■ 13	Not Assured
G4-40	■ 13	Not Assured
G4-48	■ 13	Not Assured
G4-49	■ 13	Not Assured
Ethics and Integrity		
G4-56	■ 11	Not Assured
G4-58	■ 15	Not Assured

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Table Key

- Reported
- Not Reported

DMA and Indicators	Page Number	Omissions	External Assurance
SPECIFIC STANDARD DISCLOSURES			
CATEGORY: ECONOMIC			
Material Aspect: Economic Performance			
G4-DMA	■ 55		Not Assured
G4-EC1	■ 19, 55, 59		Not Assured
G4-EC4	■ No assistant received from Government		Not Assured
Material Aspect: Indirect Economic Impacts			
G4-DMA	■ 55, 54		Not Assured
G4-EC7	■ 53		Not Assured
Material Aspect: Procurement Practices			
G4-DMA	■ 55, 71		Not Assured
G4-EC9	■ 55, 71		Not Assured
CATEGORY: ENVIRONMENTAL			
Material Aspect: Energy			
G4-DMA	■ 33		Not Assured
G4-EN3	■ 75		Not Assured
G4-EN5	■ 75		Not Assured
G4-EN6	■ 33, 75		Not Assured
G6-EN7	■ 49		Not Assured
Material Aspect: Water			
G4-DMA	■ 29, 32		Not Assured
G4-EN8	■ 76		Not Assured
G4-EN10	■ 32		
Material Aspect: Emissions			
G4-DMA	■ 33		Not Assured
G4-EN15	■ 76		Not Assured
G4-EN16	■ 76		Not Assured
G4-EN18	■ 33		Not Assured
G4-EN19	■ 32, 33		Not Assured
G4-EN21	■ 32, 33, 76		Not Assured
Material Aspect: Effluent and Waste			
G4-DMA	■ 31		Not Assured
G4-EN22	■ 75		Not Assured
G4-EN23	■ 31, 75		Not Assured
CATEGORY: SOCIAL			
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK			
Material Aspect: Employment			
G4-DMA	■ 41, 42		Not Assured
G4-LA1	■ 77	New hires by age group and gender is not available and will be reported in 2015	Not Assured
G4-LA2	■ 41		Not Assured

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DMA and Indicators	Page Number	Omissions	External Assurance
Material Aspect: Occupational Health and Safety			
G4-DMA	■ 35, 36		Not Assured
G4-LA5	■ 35, 36		Not Assured
G4-LA6	■ 35, 36		Not Assured
Material Aspect: Training and Development			
G4-DMA	■ 43, 44		Not Assured
G4-LA9	■ 77		Not Assured
G4-LA10	■ 43, 44		Not Assured
G4-LA11	■ 42		Not Assured
Material Aspect: Diversity and Equal Opportunity			
G4-DMA	■ 41, 42		Not Assured
G4-LA12	■ 77		Not Assured
Material Aspect: Supplier Assessment for Labor Practices			
G4-DMA	■ 71		Not Assured
G4-LA14	■ 71		Not Assured
G4-LA15	■ 71		Not Assured
SUB-CATEGORY: HUMAN RIGHTS			
Material Aspect: Non-discrimination			
G4-DMA	■ 16		Not Assured
G4-HR3	■ Zero		Not Assured
Material Aspect: Child Labor			
G4-DMA	■ 16		Not Assured
G4-HR5	■ Zero		Not Assured
Material Aspect: Forced of Compulsory Labor			
G4-DMA	■ 16		Not Assured
G4-HR6	■ Zero		Not Assured
Material Aspect: Supplier Human Rights Assessment			
G4-DMA	■ 71		Not Assured
G4-HR11	■ 71		Not Assured
SUB-CATEGORY: SOCIETY			
Material Aspect: Local Communities			
G4-DMA	■ 59, 63, 64		Not Assured
G4-SO2	■ 63, 64		Not Assured
Material Aspect: Anti-corruption			
G4-DMA	■ 15, 16		Not Assured
G4-SO3	■ 100%		Not Assured
G4-SO4	■ 100%		Not Assured
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
Material Aspect: Customer Health and Safety			
G4-DMA	■ 70		Not Assured
G4-PR1	■ 100%		Not Assured
Material Aspect: Marketing Communication			
G4-DMA	■ 70		Not Assured
G4-PR6	■ None		Not Assured
G4-PR7	■ None		Not Assured