
ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

PRESS METAL BINTULU SDN BHD

CERTIFICATE
NUMBER

226

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

DNV BUSINESS
ASSURANCE
SERVICES UK
LTD.

DATE OF ISSUE

10 OCTOBER 2022

DATE OF EXPIRY

9 OCTOBER 2025

CERTIFIED SINCE

10 OCTOBER 2022

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'John'.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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*Validity of this Certificate is subject to continued
conformance with the applicable ASI Standard
and can be verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Aluminium Smelting, Aluminium Re-melting/Refining,
Casthouses and Aluminium Dross Internal Recovery at
Press Metal Bintulu Sdn Bhd (Sarawak, Malaysia).

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Press Metal
ENTITY NAME	PRESS METAL BINTULU SDN BHD
CERTIFICATION SCOPE	Aluminium Smelting, Aluminium Re-melting/Refining, Casthouses and Aluminium Dross Internal Recovery at Press Metal Bintulu Sdn Bhd (Sarawak, Malaysia).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium SmeltingCasthousesAluminium Re-melting / Refining
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">18 – 21 July 2022
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">7 September 2022
AUDIT SCOPE	<p>The Audit Scope covered Aluminium Smelting, Aluminium Re-melting/Refining, Casthouses and Aluminium Dross Internal Recovery at Press Metal Bintulu Sdn Bhd (Sarawak, Malaysia).</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium SmeltingCasthousesAluminium Re-melting / Refining <p>All relevant Criteria from the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification

AUDIT
METHODOLOGY
DECLARATION

The Auditors confirm that:

- The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
- The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
- The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.

The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION
PERIOD

10 October 2022 – 9 October 2025

NEXT AUDIT
TYPE

Surveillance Audit

NEXT AUDIT
DUE DATE

9 October 2023

CERTIFICATE
NUMBER

226

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established and implemented Policies, systems, procedures, and processes that fulfil legal compliance. The Legal Department has appointed qualified law officers to ensure compliance with Applicable Law.
1.2 Anti-Corruption	Conformance	The Entity has established Policies such as an Anti-Bribery and Anti-Corruption (ABAC) Policy and Code of Conduct to prevent Corruption. The Policies are included in the employee handbook, and all employees are trained and must sign the Anti-bribery and Anti-Corruption declaration form. The ABAC Policy is available at: https://www.pressmetal.com/investor-relations/corporate-governance.php
1.3 Code of Conduct	Conformance	The Entity has implemented a Code of Conduct and Supplier Code of Conduct consistent with Applicable Law. All employees are trained. The Supplier Code of Conduct is shared with suppliers and Contractors where they are required to sign the acknowledgement form. Both are available for all interested Stakeholders at: https://www.pressmetal.com/investor-relations/corporate-governance.php
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has established and implemented systems, procedures and processes that conform to the requirements of Environmental, Social, and Governance (ESG) Policies. The Policies are available at: https://www.pressmetal.com/investor-relations/corporate-governance.php
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity has demonstrated it regularly reviews and updates its Policies and procedures. Senior management approves all Corporate Policies and procedures.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity's Policies are available to internal Stakeholders through training, an internal communication platform, and the employee handbook and the Environmental, Social and Governance Policies are displayed at the workplace. External Stakeholders can access the Policies on the website:

CRITERION	RATING	COMMENT
		https://www.pressmetal.com/investor-relations/corporate-governance.php
2.2 Leadership	Conformance	The Entity has nominated a Senior Management Representative to oversee the implementation and ensure conformance with the requirements of the ASI Performance Standard. The appointment letter defines the authority and responsibilities of the role.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity holds valid ISO 14001:2015 certification and the Certification Scope covers the ASI Performance Standard.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has established and implemented a Social Management System that includes Social (i.e., Human Rights, labour rights) and Occupational Health and Safety (OH&S). Impacts are identified and assessed, and the associated management provisions for preventing and/or mitigating these impacts are established and implemented.
2.4 Responsible Sourcing	Minor Non-Conformance	The Entity has established a program for Responsible Sourcing that includes ESG issues however, it has been partially implemented. The Supplier's Code of Conduct, Anti-Bribery and Anti-Corruption (ABAC) Policy were sent to the suppliers for their acknowledgment and the Supplier Self Assessment Questionnaire (SSAQ) was shared with the suppliers for their responses. However, it was identified not all suppliers signed the commitment as the suppliers have their own principles. The Entity will develop monitoring measures after obtaining results from the SSAQ. The Entity will develop additional monitoring measures for applicable suppliers as required.
2.5 Impact Assessments	Conformance	The Entity has conducted Impact Assessments including Environment, Social, OH&S & Human Rights Impact Assessments to identify and assess the ESG risks. The Entity has established relevant control measures based on the ASI Performance Standard and associated legal requirements on ESG. Further information is available in the Annual Report 2021: https://www.pressmetal.com/investor-relations/reports-presentations.php
2.6 Emergency Response Plan	Conformance	The Entity has established and implemented an Emergency Response Plan. The Plan was created in collaboration with potentially affected

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		Stakeholder groups such as Communities, Workers, and their representatives.
2.7 Mergers and Acquisitions	Conformance	The Entity has established a management procedure for Mergers and Acquisitions. There have been no Mergers or Acquisitions within the last three years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has established a management procedure for Closures, Decommissions and Divestments. There have been no Closures, Decommissions and Divestments within the last three years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Minor Non-Conformance	The Press Metal Corporate Website and Annual Reporting discloses its governance approaches and its material impacts relating to the environment, social and economic. Press Metal has disclosed its signed commitments from its suppliers. However, it was identified that the disclosure provided insufficient data regarding its modern slavery or supply chain Due Diligence. This is due to the partial implementation of its Responsible Sourcing program. The Sustainability reporting is in line with Global Reporting Initiative (GRI) Standards and the Sustainability Report is available at: https://www.pressmetal.com/investor-relations/reports-presentations.php
3.2 Non-compliance and liabilities	Conformance	Press Metal Corporate has publicly disclosed information on Non-Compliance and liabilities within the Annual Report 2021: https://www.pressmetal.com/investor-relations/reports-presentations.php The Entity has not been fined or received any penalties.
3.3a Payments to governments (legal and contractual)	Conformance	The Entity's Annual Report contains a statement and declaration regarding payments to governments. The Entity has developed and implemented policies such as the Anti-Bribery and Anti-Corruption Policy.
3.3b Payments to governments (disclosure – bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity has implemented several platforms to allow direct engagement with Stakeholders, such as the Employee Industry Relation (EIR) Helpline for internal and external Stakeholder complaints,

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		grievances, and requests for information. The Entity's Management System tracks all complaints and requests from Stakeholders and are resolved appropriately. The Entity has established a Whistle Blowing procedure as a reporting mechanism and the procedure is available at: https://www.pressmetal.com/investor-relations/corporate-governance.php
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity has conducted a Life Cycle Assessment (LCA) for all its Aluminium Products. Relevant life cycle information is presented in the Environmental Product Declarations (EPDs). https://www.environdec.com/library/epd4686
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Life Cycle Assessment information is included in the Environmental Product Declaration (EPD) Report and is available at: https://www.environdec.com/library/epd4686 https://www.pressmetal.com/esg/#environmental-climate-protection
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity has conducted its LCA and the LCA information was elaborated in EPD Report which is used to communicate to both customers and to business. The EPD Report is publicly available at: https://www.environdec.com/library/epd4686
4.2 Product design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established a procedure to reduce Aluminium Scrap during production and has recovery and re-melting process. All Scrap/Rejected Products and Dross which generated from production are collected and recovered by internal and external Contractors.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Entity has implemented internal Aluminium Scrap remelting and an internal Dross recovery process to recover Aluminium content. The Entity also engaged external recovery Contractors for Aluminium recovery from Dross.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	All Aluminium Scrap and rejected Products and Dross generated by the Entity are collected and remelted by an internal recovery process and external recovery by Contractors. Recycling of Aluminium for end-of-life Products is managed by Press Metal Corporate as a long-term strategy.

CRITERION	RATING	COMMENT
4.4b Collection and recycling of products at end-of-life (engagement)	Minor Non-Conformance	<p>The Entity has conducted a Life Cycle Assessment for all Aluminium Products and relevant Life Cycle Information (LIC) is included in the EPDs. The Entity's Scrap/rejected products (ingots) and Dross generated are collected 100% for internal and external recycling or remelting. Press Metal Corporate has implemented activities to increase the recycling rate through the buyback of Post-Consumer Scrap from customers which will be processed at one of Press Metal's Entities (extrusion plant) due to the geographical distance of the plant.</p> <p>However, it was identified the Entity has yet to set up the recycling of Post-Consumer Aluminium Scrap. This is primarily due to the geographical distance of the plant, and the long distances to collect the Scrap and re-melt at the Smelting plant. Press Metal Corporate has implemented the Aluminium Scrap buy back from the Entity's customers and recycle at one of the Press Metal's Entities (extrusion plant).</p>

PRINCIPLE 5 GREENHOUSE GAS EMISSIONS

5.1 Disclosure of GHG emissions and energy use	Conformance	<p>The Entity has published its Greenhouse Gases (GHG) Emissions data in Annual Report 2021, which are verified by an independent third party: https://www.pressmetal.com/investor-relations/reports-presentations.php</p>
5.2 GHG emissions reductions	Conformance	<p>Press Metal Corporate has established and published a strategy for reducing GHG Emissions in the short-term and long-term. It has committed to supporting disclosures in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The Entity has established a GHG Emissions Reduction Plan.</p>
5.3a Aluminium Smelting (management system)	Conformance	<p>The Entity has established and implemented an Environmental Management System (EMS). The EMS covers aspects associated with GHG Emissions and their controls. The Management team is updated on GHG Emissions progress through various review meetings. The Entity has documented and implemented the action plans for GHG Emissions reduction.</p>
5.3b Aluminium Smelting (up to and including 2020)	Conformance	<p>The Entity has defined and is implementing a GHG Emissions reduction plan which covers Scope 1 and Scope 2 GHG Emissions. The Entity has demonstrated Emissions of 3.018 tonnes CO₂-eq</p>

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		per metric tonne of Aluminium, based on GHG calculations verified by an independent third party which is below 8 tonnes of CO ₂ -eq per metric tonne of Aluminium by 2030.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable as the Entity's Aluminum smelting process started production before 2020.
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		
6.1 Emissions to Air	Conformance	The Entity has established an Air Emission Management System that measures and reports on emissions with continual improvement to mitigation actions and controls and complies with local rules and requirements. Its Emissions to the atmosphere are substantially below regulatory limits. The Entity also has a fume treatment system that treats gases before they are released into the environment.
6.2 Discharges to Water	Conformance	The Entity does not have a process water discharge because its water Management System is designed to be a Closed-Loop system that recycles the process water. The non-process water discharged into the off-site Treatment Plant is monitored and inspected by a third party. The monitoring results show the wastewater discharge has met the local legal discharge limit. Environmental monitoring assessments are carried out quarterly by qualified independent third party consultants to assess the water quality.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has assessed the potential and major areas where Spills or Leakage may occur through a risk assessment and maintained a registry of identified risk areas. The Entity has procedures that include preventative steps and activities to address all potential risks.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has implemented an Environmental Management System that includes effective procedures for management and external communication strategies, compliance controls, and a monitoring programme to prevent and identify Spills and Leakage. The Entity has established an emergency response plan to deal with severe Spills and Leakage.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has established an Environmental Management System with procedures for the management and external communication plans,

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		<p>compliance controls and monitoring programme to prevent and detect Spills and Leakage.</p> <p>The disclosure of Spills and Leakages are in the Annual Report 2021: https://www.pressmetal.com/investor-relations/reports-presentations.php</p>
6.4b Reporting of Spills (regular reporting)	Conformance	<p>The disclosure of Spills and Leakages is in the Annual Report 2021. No Spills and Leakage occurred in 2021. https://www.pressmetal.com/investor-relations/reports-presentations.php</p>
6.5a Waste management and reporting (strategy)	Conformance	<p>The Entity has established an EMS with management procedures, compliance controls, and a Waste monitoring program. The Entity has established a Waste management strategy based on the Waste Mitigation Hierarchy. Hazardous Waste disposal conforms with regulatory standards through several licensed scheduled Waste collectors certified by the relevant local authority.</p>
6.5b Waste management and reporting (disclosure)	Conformance	<p>The Entity has published an annual sustainability report that contains data on the quantity of Hazardous and Non-Hazardous Waste generated and associated Waste disposal methods. https://www.pressmetal.com/investor-relations/reports-presentations.php</p>
6.6a Bauxite Residue (storage construction)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.6c Bauxite Residue (water discharge)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.6e Bauxite Residue (start of the art technologies)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.6f Bauxite Residue (remediation)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.7a Spent Pot Lining (SPL) (storage and management)	Conformance	<p>The Entity has a designated Hazardous Waste warehouse, where the SPL is stored in a manner that prevents the release of leachate to the environment. The SPL is packed into bags and labelled as Hazardous Waste.</p>

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6.7b Spent Pot Lining (SPL) (recovery and recycling)	Conformance	The Entity has established an SPL management procedure which includes optimising the recovery and recycling of carbon and refractory Materials. The Entity sends the SPL to several cement manufacturers to co-process the SPL into raw Material for cement manufacturing.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Conformance	The Entity sends all untreated SPL to several cement manufacturers where SPL is subject to treatment and is co-processed to become raw material for cement manufacturing. All the cement manufacturers are registered with the Department of Environment (DOE) to process the SPL.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Conformance	The SPL is delivered by the Entity to a certified cement mill for co-processing. The Entity has engaged two additional cement manufacturers for an SPL co-processing exercise.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Conformance	The Entity delivers SPL to an approved cement manufacturer for co-processing. No SPL is discharged to marine or aquatic environments.
6.8a Dross (recovery)	Conformance	The Entity maximises the recovery of Aluminium by internally recovering Aluminium Dross produced from casting. The remaining Dross or unprocessed Dross is delivered to third party for recovery and returned to the Entity.
6.8b Dross (recycling)	Conformance	The Entity maximises the recovery of Aluminium by internally recovering the Aluminium Dross produced from casting. The Aluminium is taken from the Dross stirrer to be recycled into the melting furnaces of the Entity. The remaining Dross or unprocessed Dross is delivered to a third party for recovery and returned to the Entity.
6.8c Dross (review of alternatives)	Conformance	The Entity reviews and monitors the management of Dross recycling monthly. All Dross is recovered and recycled either internally or externally. The Entity does not send Dross to landfill.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has conducted a water risk assessment and the results showed low water risks. The Entity has mapped its water withdrawal and use by source and type. The Entity draws from only the municipal water supply.
7.1b Water assessment (risk assessment)	Conformance	The Entity has designed a Closed-Loop Water Management System for water consumed within its

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		operations. The Entity has also conducted a water risk assessment. The plant is located within a low water risk area.
7.2a Water management (management plans)	Not Applicable	This Criterion is not applicable as the Entity has identified its water risks as low.
7.2b Water management (monitoring)	Not Applicable	This Criterion is not applicable as the Entity has identified its water risks as low.
7.3 Disclosure of water usage and risks	Conformance	The Entity has disclosed its water use, water discharge and water intensity on the Entity's Corporate website: https://www.pressmetal.com/esg/#environmental-water
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity has assessed the risks and Materiality of the impacts on biodiversity from the land use and activities in the Entity's Area of Influence. The Entity is in an industrial park designated by the Government as a green development project. Therefore, the biodiversity risk is low.
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Entity has developed an Environmental Impact Assessment (EIA) report that included a Biodiversity Impact Assessment which identified impacts are insignificant. However, fluoride is monitored in the air, soil, and water by a University. The latest monitoring activity was conducted in June 2022.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity had engaged with a third party to conduct its biodiversity assessment and monitor any impacts on nearby ecology. It was identified there are not any material risks to biodiversity. The action plan from the EIA identified an insignificant biodiversity risk and is in accordance with the Biodiversity Mitigation Hierarchy. https://www.pressmetal.com/esg/#environmental-biodiversity https://pressmetal.com/pdf/Sustainability%20Report%202021.pdf
8.2c Biodiversity management (reporting)	Conformance	The Entity has reported and disclosed the biodiversity management plan on the Press Metal Corporate website and within the Sustainability Report 2021. https://www.pressmetal.com/esg/#ourapproach-sustainability-oversight

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		https://pressmetal.com/pdf/Sustainability%20Report%202021.pdf
8.3 Alien Species	Conformance	The Entity has conducted an Alien Species Assessment as part of the EIA, approved by the Department of Environment (DoE). The Entity has implemented an Integrated Pest, Vector, and Invasive Species Management Plan to identify and prevent the spread of Alien Species in Malaysian waters. https://doa.sarawak.gov.my https://www.sarawakforestry.com/pdf/laws/wildlife_protection_ordinance98_chap26.pdf
8.4a Commitment to “No Go” in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.4b Commitment to “No Go” in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has established Human Rights and Social related Policies. The Policies are available at: https://www.pressmetal.com/investor-relations/corporate-governance.php
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has established a procedure for Due Diligence that seeks to identify, prevent, mitigate, and account for how it addresses its actual and potential impacts on Human Rights. The process is currently ongoing, starting at Tier-1 major suppliers. The Entity has a Corporate Social Responsibility (CSR) program and launched several activities to support Local Communities such as schools, education, sports, health, persons in lower socio-economic situations and Indigenous Peoples.
9.1c Human Rights Due Diligence (remediation)	Conformance	Press Metal Corporate has established and published a complaint and grievance channel to Stakeholders and applied it to all Facilities including the Entity. The Entity has implemented a Standard Operation Procedure (SOP) that outlines

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		remediation actions if any grievance or complaint is received. No major impact is reported.
9.2 Women's Rights	Conformance	The Entity has demonstrated it understands the legal requirements for Women's Rights and has established applicable control measures. There are no reported complaints on Women's Rights in the Complaint Register. Female Workers are treated equally with equal pay and with access to training and promotion.
9.3 Indigenous Peoples	Conformance	The Entity has implemented Policies and processes to ensure respect for the rights and interests of Indigenous Peoples. Samalaju Industrial Park is a green development project in Sarawak. The Entity has conducted Social Impact Assessment (SIA) as part of the legal requirement regarding EIA, at the beginning of its operations in 2011 and again in 2015 by an independent third party. The SIA included direct dialogue with Indigenous Peoples. There are no records of complaints received from Indigenous Peoples within the public grievance and compliant mechanism for external Stakeholders.
9.4 Free, Prior, and Informed Consent (FPIC)	Conformance	The Entity has established policies and SOP for Indigenous Peoples incorporating the FPIC mechanism. The FPIC mechanism is inclusive of keeping abreast with the media or newspapers if any land use disputes are present in the land area where the Entity operates.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope, as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope, as no resettlements are being considered or have occurred since the Entity has joined ASI, nor are expected to occur during the Certification Period.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope, as no resettlements are being considered or have occurred since the Entity has joined ASI, nor are expected to occur during the Certification Period.
9.7a Local Communities (rights and interests)	Conformance	The Entity has established procedures and control measures for identified impacts on Local

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		Communities. There have been no complaints received from Local Communities.
9.7b Local Communities (impacts)	Conformance	The Entity has identified and assessed impacts on Local Communities. The control measures for any identified impacts on Local Communities are established and implemented. There have been no complaints received from Local Communities.
9.7c Local Communities (livelihoods)	Conformance	The Entity has established a close relationship with Local Communities through CSR Program activities (e.g., sponsors and supporting schools, education programs, underprivileged peoples and sports, health, and environmental protection of surrounding communities in Sarawak etc.). The CSR Program Activities are available in the Annual Report 2021: https://www.pressmetal.com/investor-relations/reports-presentations.php
9.8 Conflict-Affected and High-Risk Areas	Minor Non-Conformance	The Entity has commenced assessments for their Tier 1 suppliers (i.e., Alumina suppliers, Contractors, and service providers) against the list of Conflict-Affected and High-Risk Areas (CAHRAs) defined by Press Metal and a Self-Assessment provided to the suppliers for declaration. However, it was identified the process was partially implemented. The Entity has mapped the upstream direct mineral suppliers with identified the risk and associated measures, but yet to establish the regular monitoring throughout the supply chain. The Program will commence regular monitoring where needed and measure progress after analysing the Self Assessments received. Where necessary, the Entity will develop additional monitoring measures for applicable suppliers.
9.9 Security practice	Conformance	The Entity has implemented security practices that respect Human Rights and has hired security guards trained according to police training. It was verified through interviews with Workers there is no coercion or malpractice from security personnel.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity has implemented a Human Rights Policy that describes its commitment to respecting freedom of association and rights for Collective Bargaining. Workers have appointed representatives for the departments and the hostel owned by the Entity for Workers located on-site.

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10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has implemented a Human Rights Policy that describes its commitment to respecting Freedom of Association and rights for Collective Bargaining. There are no Collective Bargaining agreements.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Conformance	The Entity has established a worker's representative to act as a representative to raise Workers' concerns to management. Other channels included 'Town Hall' style meetings and digital communication.
10.2a Child Labour (minimum age)	Conformance	The Entity has a Human Rights Policy that affirms its commitment to prohibit the hiring of Child Labour. The Entity does not employ Child Labour (under 16 years) or young Workers (between 16 to 18 years).
10.2b Child Labour (hazardous)	Conformance	The Entity has implemented a Human Rights Policy that affirms its commitment to the prohibition and hiring of Child Labour.
10.2c Child Labour (worst forms)	Conformance	The Entity has implemented a Human Rights Policy that affirms its commitment to the prohibition and hiring of Child Labour. The Entity pledges and expects its suppliers to follow the prohibition on Child Labour.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has a Human Rights Policy that describes the prohibition of Forced Labour. The Entity pledges to abide by its Policy on Forced Labour, slavery, and Human Trafficking and requires its suppliers to do the same.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has implemented procedures and processes to manage recruitment. All employees are hired from a licenced recruitment agency or local employment. No deposit, recruitment fees, or equipment advance is required from Workers.
10.3c Forced Labour (migrant workers)	Conformance	The Entity does not require deposits, recruitment fees, or equipment advances from Workers. It was verified through Workers' interviews and confirmation on the Workers' payslips.
10.3d Forced Labour (debt bondage)	Conformance	The Entity does not provide loans to Workers as per its recruitment procedures and process.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity has implemented a Human Rights Policy that affirms its commitment to prohibit Forced Labour. The Entity does not engage in Forced

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		Labour and does not place restrictions on worker movements.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity does not hold any original documents, passports or permits, only copies are retained in personal files. Safety boxes are provided to Workers to store their passports in the hostel.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity's labour contracts do not restrict Workers' ability to voluntarily leave their jobs. Workers are aware of their right to terminate their employment freely without penalty. The required notice period for terminating employment is under Labour Contract Law: 30 days in advance or three days during the probation period. Employees who have resigned are immediately paid all entitlements.
10.4 Non-Discrimination	Conformance	The Entity has established a recruitment advertisement and training plan that indicates decisions are made solely on the candidate's ability to perform the job requirements rather than other personal characteristics. This was verified via interviews with employees who confirm they are treated fairly and equally in the workplace. There have been no reports of Discrimination.
10.5 Communication and engagement	Conformance	The Entity has established a direct communication channel that allows Workers to voice concerns with elected worker representatives. Workers are aware of the communication channels available to them and have unrestricted access to lodge complaints, express their concerns about working conditions, and resolution of workplace and compensation issues without fear of retaliation, intimidation, or harassment.
10.6 Disciplinary practices	Conformance	The Entity has established policies (e.g., Anti-Harassment), a Code of Conduct, and procedures to ensure that Workers are not subjected to corporal punishment, mental or physical coercion, harassment, gender-based violence (including sexual harassment), or verbal abuse.
10.7a Remuneration (living wage)	Conformance	The Entity wage structure is clearly defined, with the basic wage above the local legal minimum wage. The compensation for Overtime meets the legal requirements and mandatory allowances are provided to Workers. All employees are registered to the mandatory Social Security Organisation (SOCSO) and the Employee Insurance System

CRITERION	RATING	COMMENT
		(EIS) an insurance scheme that is operated under the local regulatory requirement.
10.7b Remuneration (method of payment)	Conformance	The Entity documents all payments which are made in a timely manner via bank transfer. It was verified through Workers' interviews that there are no delays on payment and document review of payslips.
10.8 Working Time	Conformance	The Entity has implemented procedures and processes for managing employees' Working Time. The Entity obtains Workers' consent before beginning Overtime work to ensure that all Workers are voluntarily working. The Entity complies with the law and regulations regarding working hours and Overtime.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established Occupational Health and Safety (OH&S) Policy which is implemented, reviewed periodically, and communicated with Stakeholders.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity's OH&S Policy is applied to Workers, Contractors and Visitors and complies with legal requirements. The Entity holds valid ISO 45001:2018 certification.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has OH&S Policy includes a commitment to comply with all Applicable Laws and regulations. There are systems in place to register and record all relevant legal requirements and other requirements.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has established OH&S Policy which includes the right to stop unsafe work and provide a safe working environment.
11.2 OH&S Management System	Conformance	The Entity has implemented an OH&S Management System and holds a valid ISO45001:2018 Certification.
11.3 Employee engagement on health and safety	Conformance	The Entity has established a mechanism to collect Workers' feedback on occupational health and safety matters through Workers' consultation as well as Workers' participation in OH&S activities through the Environmental, Health and Safety (EHS) Committee. The EHS Committee consists of senior management and Workers' representatives

CRITERION	RATING	COMMENT
11.4 OH&S performance	Conformance	The Entity has implemented OH&S targets and documents improvement plans as part of its OH&S Program.

Document Control and Version History

Revision	Date	Notes
0	10 October 2022	Initial Certification Audit - Full Certification