

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Arconic Corporation

CERTIFICATE NUMBER
60

ASI STANDARD
**PERFORMANCE
STANDARD
(V3 2022)**

CERTIFICATION LEVEL
**PROVISIONAL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE
SERVICES UK LTD.**

DATE OF ISSUE
25 MARCH 2025

DATE OF EXPIRY
24 MARCH 2026

CERTIFIED SINCE
20 DECEMBER 2019

AUTHORISED BY

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
info@aluminium-stewardship.org

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

Arconic Corporate Center, USA:
Corporate governance,
environmental and social
processes set to support the
manufacturing sites. Centralized
ESG supplier assessments.

Kőfém, Hungary: Casthouse and
Aluminium Product fabrication.

Bohai, China: Casthouse and
Aluminium Product fabrication.

Tennessee, USA: Casthouse, semi-
fabrication, and Material
Conversion (Production and
Transportation)

Kitts Green, UK: Casthouse, semi-
fabrication, Material Conversion
(Production and Transportation)

* Provisional Certification is valid for the period of one year, during which the company can address the non-conformances assessed and subsequently seek full certification.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Arconic
ENTITY NAME	Arconic Corporation
CERTIFICATION SCOPE	<p>Arconic Corporate Center, USA: Corporate governance, environmental and social processes set to support the manufacturing sites. Centralized ESG supplier assessments.</p> <ul style="list-style-type: none">- Köfém, Hungary: Casthouse and Aluminium Product fabrication.- Bohai, China: Casthouse and Aluminium Product fabrication.- Tennessee, USA: Casthouse, Semi-Fabrication, and Material Conversion- Kitts Green, UK: Casthouse, Semi-Fabrication, Material Conversion
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Semi-Fabrication• Material Conversion
ASI STANDARD	Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit (30 October – 29 November 2019)• Scope Change Audit (28 November 2019 – 10 January 2020)• Scope Change Audit (2 – 4 November 2020)• Surveillance Audit (9 – 10 June (Remote) and 6 – 7 July 2021 (On-site))• Re-Certification Audit and Scope Change (31 August – 27 October 2022)• Scope Change Audit (17 – 19 April 2023)• Surveillance Audit (18 October 2023)• Re-Certification Audit and Scope Change (12 – 28 November 2024)
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">• 30 October – 29 November 2019 (Initial Certification Audit)• 28 November 2019 – 10 January 2020 (First Scope Change Audit)• 2 – 4 November 2020 (Second Scope Change Audit)• 9 – 10 June 2021 (Remote) and 6 – 7 July 2021 (On-site) (Surveillance Audit)• 31 August – 27 October 2022 (Re-Certification Audit and Scope Change)• 17 – 19 April 2023 (Scope Change Audit)• 18 October 2023 (Surveillance Audit)• 12 – 28 November 2024 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 26 November 2019 (Initial Certification Audit)• 14 February 2020 (First Scope Change Audit)• 18 December 2020 (Second Scope Change Audit)• 16 November 2021 (Surveillance Audit)• 20 January 2022 (Re-Certification Audit and Scope Change)• 7 August 2023 (Scope Change Audit)

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- 18 July 2024 (Surveillance Audit)
 - 25 January 2025 (Re-Certification Audit and Scope Change)
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AUDIT SCOPE

Initial Certification Audit (30 October – 29 November 2019)

The Audit Scope covered the activities at the Arconic Inc. Corporate Center in Pittsburgh, United States and Arconic Samara, Russia.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

First Scope Change Audit (28 November – 10 January 2020)

The Audit Scope covered the activities at Arconic-Köfém, Hungary and Arconic Itapissuma, Brazil.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Second Scope Change Audit (2 – 4 November 2020)

The Audit Scope covered the activities at Arconic Bohai, China. Arconic Itapissuma was removed from the certification scope as part of this second scope change Audit.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (9 – 10 June (Remote) and 6 – 7 July 2021 (On-site))

The Audit Scope covered the Arconic Corporate Center, USA and Arconic Bohai, China.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion (Production and Transformation)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

At the time of the Audit access to all the sites was not possible, due to COVID-19 related travel restrictions. The audit of the Bohai site in China was undertaken on-site, whilst the Corporate Center in USA was audited as a 'desktop' exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.

Re-Certification Audit and Scope Change (31 August – 27 October 2022)

The Audit Scope covered the Arconic Corporate Center, USA, Arconic Köfém, Hungary and Arconic Tennessee, USA to include the facility in the Certification Scope.

Supply chain activities included in the Audit Scope:

- Casthouses
 - Semi-Fabrication
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- Material Conversion (Production and Transformation)

The ASI multi-site sampling approach was undertaken, and the Arconic Bohai, China facility was not included as this was covered in the 2021 Surveillance Audit. Arconic Samara, Russia was removed from the Certification Scope.

Scope Change Audit (17 – 19 April 2023)

The Audit Scope covered the Arconic Corporate Center and Kitts Green Operations, UK to include the facility in the Certification Scope.

Supply chain activities included in the Audit Scope:

- Casthouses
- Material Conversion (Production and Transformation)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (18 October 2023)

The Audit Scope covered the activities at Arconic Bohai, China.

Supply chain activities included in the audit scope:

- Casthouses
- Semi-Fabrication

Criteria in the ASI Performance Standard that were identified as non-conformities in previous Audits of the Bohai facility were included in the Audit Scope.

Re-Certification Audit and Scope Change (12 – 28 November 2024)

The Audit Scope covered the activities at Arconic Corporate Center, USA and Arconic Kitts Green facility, UK.

The Entity uses the ASI Multi-Site approach and sites at Kőfém, Bohai, and Tennessee were not included in the Audit Scope. The Audit at the Arconic Corporate Center has been undertaken as a remote audit consistent with the Entity's overall maturity level.

Supply chain activities included in the Audit Scope:

- Casthouses
- Semi-Fabrication
- Material Conversion

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME

- Provisional 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

25 March 2025 – 24 March 2026

NEXT AUDIT TYPE

Surveillance Audit

NEXT AUDIT DATE

24 September 2025

CERTIFICATE NUMBER

60



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Arconic Corporation (the 'Entity') is an American industrial company that specialises in lightweight metals engineering and manufacturing. Its products are used worldwide in aerospace, automotive, packaging, oil and gas, building and construction, defence, commercial transportation, consumer electronics, and industrial applications. The business today known as Arconic was originally part of Alcoa Inc, and the name Arconic was first used in 2016 when Alcoa Inc. was separated into two companies, Alcoa Corporation and Arconic Inc.

In addition to the Corporate Center located in Pittsburgh, Pennsylvania, USA, the Entity consists of four (4) ASI certified facilities of Kofem (Hungary), Tennessee (USA), Kitts Green (United Kingdom) and Bohai (China). The Corporate Center together with the four facilities account for more than 3,000 employees and contractors. In 2023, the Entity's production was approximately 1.33 million metric tonnes.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	High	High	Medium	HIGH
RISKS	Medium	High	Medium	MEDIUM
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL				MEDIUM

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>Arconic has systems in place to maintain awareness of and ensure Compliance with Applicable Law, and corporate procedures are effectively embedded at the location level. The Entity defines a compliant governance approach, including legal counsels in all regions where Arconic operates, maintenance of a Legal Registry and use of external legal service providers for complementing in-house competencies.</p> <p>Additionally, a compliance monitoring system at local locations was observed. This included a compliance register and monitoring system and regular communication with Workers and Contractors.</p> <p>The Köfém, Kitts Green and Tennessee Operations maintains an ISO 14001:2015 certified Management System, and surveillance audit records were reviewed during the Audit.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established Policies, procedures, training, and Due Diligence to work against Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international standards. The Arconic Anti-Corruption Policy is available at: https://www.arconic.com/anti-corruption-policy/</p> <p>As part of its anti-Corruption and compliance system, the Entity has implemented a risk management process, gift acceptance procedures and guidance on interactions with Government officials. Training programmes, anti-Corruption management systems and ethical and complaints mechanisms are effectively implemented. The Entity operates site-level self-assessments as part of its internal audit process.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented a Code of Conduct including principles relevant to Environmental, Social and Governance (ESG) performance. The Code of Conduct is reviewed regularly by management, training is provided to all employees during onboarding and on an annual basis. The Code of Conduct is available in different languages: https://www.arconic.com/code-of-conduct</p> <p>Employee training and employee awareness of the Code of Conduct and available grievance mechanisms were verified during local site visits. The Code of Conduct and ethics and compliance program are disclosed in the Sustainability Report, page 18 at: https://www.arconic.com/sustainability-report</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity implements a series of Policies and programs that are in line with ESG practices. These Policies are available at: https://www.arconic.com/governance-and-policies</p> <p>Arconic Environmental Management Policy: https://www.arconic.com/global/en/who-we-are/pdf/Arconic-Environmental-Statement.pdf</p> <p>Arconic Environment, Health, and Safety Policy: https://www.arconic.com/ehs-policies</p>

CRITERION	RATING	COMMENT
		<p>Further information about Arconic's Environmental, Social and Governance Policies and performance are available in the annual ESG Report: https://www.arconic.com/sustainability-report</p> <p>The Entity's senior management has endorsed the Environment, Health, and Safety (EHS) Policy which is regularly reviewed and supported through the provision of adequate resources. The Entity has an EHS Council, composed of staff from EHS and legal teams. The Council is a strategic body in the company which approves new initiatives. The Entity's corporate governance structure is disclosed in the 2023 Sustainability Report, page 30: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p> <p>At a local level, annual management reviews and regular reviews of the policies are undertaken. Communication of these policies is available in the local languages. The Entity effectively communicates its ESG Policies to internal and external Stakeholders</p>
2.2a-c Leadership	Conformance	<p>The Entity's Vice President of Government Affairs and Sustainability is responsible for the effective implementation of ASI Performance Standards requirements, reporting directly to the Entity's Chief Executive Officer (CEO). Further information on Arconic's corporate governance is available in the 2023 Sustainability Report, pages 161: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p> <p>Additional information is also available on the Arconic website at: https://www.arconic.com/leadership</p>
2.3a Environmental and Social Management Systems – Environmental	Conformance	<p>The Entity's Management System at all Facilities, except Bohai, are ISO 14001 certified. The Entity's Corporate function has developed several EHS standards to be implemented by every Facility. An EHS Policy is documented and publicly available at: https://www.arconic.com/ehs-policies</p>
2.3b Environmental and Social Management Systems – Social	Conformance	<p>The Entity has developed a Social Management System, comprising procedures that define the implementation of the system, and records demonstrating the effective execution of the system. Internal audits are conducted regularly, with results stored in the Entity's ASAT (Arconic Self-Assessment Tool) tool or other location-specific depositories.</p>
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has implemented a Responsible Sourcing Policy covering ESG issues. The Arconic Supplier Standards are available at: https://www.arconic.com/supplier-information</p> <p>The ESG aspects of responsible sourcing are managed centrally as many of the Entity's suppliers deliver goods to more than one location. This includes a supplier risk assessment and supplier Due Diligence questionnaire, associated training and mitigation measures for Aluminium and raw materials containing Aluminium for use in Aluminium Products. The results of the Global Supplier Sustainability program are outlined in the ESG Report where aggregated supplier data are reported based on spending by region, purchasing categories, assessment results and ESG performance by topic area.</p> <p>ESG Report is available at: https://www.arconic.com/sustainability-report whilst the Entity's Conflict Mineral Policy is available at:</p>

CRITERION	RATING	COMMENT
		https://www.arconic.com/documents/d/arconic/conflict-minerals-policy
2.5a-g Environmental and Social Impact Assessments	Conformance	<p>The Entity's Risk Assessments are primarily conducted related to acquisitions, divestitures and significant investments and changes. The Entity has implemented procedures that define EHS assessment and risk management requirements in these cases. Environmental, social, cultural and Human Rights Impact Assessments, including gender analysis, are undertaken as a part of mandatory reviews of project documentation and permitting requirements.</p> <p>Whilst the Entity has not initiated any New Projects or Facility changes within the last two years which would trigger the need for an Impact Assessment, should this occur, the Entity will undertake the appropriate impact assessment(s) and develop plans to manage any identified issues accordingly.</p> <p>Environmental and social management plans for specific New Projects and Major Changes would be available upon request.</p>
2.6a-h Human Rights Impact Assessment	Conformance	<p>The Entity's risk assessments are primarily conducted related to acquisitions, divestitures and significant investments and changes. The Entity has implemented procedures that define EHS assessment and risk management requirements in these cases. Environmental, social, cultural and Human Rights Impact Assessments, including gender analysis, are undertaken as a part of mandatory reviews of project documentation and permitting requirements.</p> <p>Whilst the Entity has not initiated any New Projects or Facility changes within the last two years which would trigger the need for an impact assessment, should this occur, the Entity will undertake the appropriate impact assessment(s) and develop plans to manage any identified issues accordingly.</p> <p>Human Rights management plans for specific New Projects and Major Changes would be available upon request.</p>
2.7a-f Emergency Response Plan	Conformance	<p>The Entity operates internal procedures, standards and audit guidelines that address emergency prevention and response, aligned to the requirements of ISO 14001 and/or ISO 45001. These procedures have been informed by Stakeholder consultation including Workers and regulatory agencies and is available upon request, when necessary.</p>
2.8a-d Suspended Operations	Conformance	<p>The Entity maintains an established approach to Enterprise Risk Management (ERM) that is comprehensive, and cross-functionally integrated. The Arconic Board has oversight of enterprise risks, including those risks associated with sustainability, while the Executive Leadership Team is responsible for overseeing the implementation of Arconic's sustainability programs. An ongoing and continuous approach to Arconic's ERM assessments is undertaken with management completing formal annual reviews and providing reports at additional times when necessary or appropriate.</p>
2.9a-b Mergers and Acquisitions	Conformance	<p>For any prospective merger or acquisition, a dedicated corporate team with specialist areas within the business are assigned to carry out a Due Diligence process, including ESG issues linked to the transaction. The EHS Standard defines the qualifications of the individuals conducting the EHS assessment (e.g. third-party or Arconic</p>

CRITERION	RATING	COMMENT
		EHS staff). EHS checklists define additional requirements, Arconic has not initiated any mergers or acquisitions over the previous Certification period.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity's Corporate Development team has overall responsibility for closure, decommissioning and divestment transactions, and assigns a member of the Environment, Health, and Safety (EHS) team to assess any Environment, Social and Governance (ESG) issues, including those defined in the EHS Standard. The EHS Standard defines the qualifications of the individuals conducting the EHS assessment (e.g. third-party or Arconic EHS staff). ESG issues are assessed and included in documentation concerning any structural changes to the business as was evidenced by a recent divestment.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	<p>The Entity's 2023 ESG Report is aligned with international reporting guidelines, including the Global Reporting Initiative (GRI), as well as the industry-specific Metals & Mining Standard (2023) (Sustainability Report, p4).</p> <p>The materiality assessment was conducted by a third party, Antea Group. Key stakeholders were invited to participate (100). The results were summarised in a report covering 26 topics, across planet, process, product and people. The results saw high priority areas in GHG management in operations, energy efficiency, and supply chain management. Further details on Arconic's materiality assessment and definitions can be found in the 2023 Sustainability Report.</p> <p>The Entity's ESG governance structure is outlined in the 2023 ESG Report. The 2030 roadmap has five main workstreams –Commercial Sustainability and Innovation (competitive advantage), Sourcing and Use (buy back initiative), Human Capital, Supply Chain Sustainability, and Operational Decarbonisation.</p> <p>https://www.arconic.com/sustainability-report</p>
3.2 Non-compliance and Liabilities	Conformance	<p>The Entity's significant fines, judgments, penalties, and non-monetary sanctions are disclosed annually in the Sustainability Report.</p> <p>https://www.arconic.com/sustainability-report</p>
3.3a-c Payments to Governments	Conformance	The Entity has implemented the required policies, procedures, training, and Due Diligence to ensure that payments made to Governments are only on a legal/contractual basis. All payments to Government Authorities are recorded and undertaken as a bank transfer and according to the Arconic Global Anti-Corruption Policy and corresponding procedures. Independent Third Party audits of accounting statements are conducted regularly.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented a procedure to address Stakeholder complaints and information requests. The procedure is available to Stakeholders around the world (both internal and external) and protects the Stakeholder raising the complaint, if necessary. The Integrity Line is available at: https://www.arconic.com/integrity-line as well as through toll-free phone numbers. It is advertised to all Stakeholders through regular training and communications.

CRITERION	RATING	COMMENT
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	<p>The Entity, through its membership and active participation in recent studies with the U.S. Aluminum Association and European Aluminium Association, has evaluated the life cycle impacts of its major product lines shipped to its principal markets - automotive, building and packaging. For example, the Entity contributed to the Life Cycle Assessment (LCA) study 'The Environmental Footprint of Semi-Fabricated Aluminum Products in North America' published in 2021: https://www.aluminum.org/sites/default/files/2022-01/2022_Semi-Fab_LCA_Report.pdf</p> <p>The Entity has also contributed to the study titled 'Life Cycle Assessment of North American Aluminum Cans', available at: https://www.aluminum.org/sites/default/files/2021-10/2021AluminumCanLCAReportFullVersion.pdf</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity provides 'cradle to gate' LCA information upon customer request for specific products. Supplementary information covering other life cycle stages is also available on request. The Entity also provides specific primary data from its operations when requested by its customers to conduct their LCA study. No product-specific Life Cycle Assessment information is however publicly available.</p>
4.2 Product Design	Conformance	<p>The Entity maintains a strong focus on improving the design of its products through its Centres of Excellence and the Arconic Technical Centre, focusing on three key areas, including operations, customers' sustainability, and supply chain. The Entity implements measures to drive supply chain sustainability in suppliers' processes and practices. This includes focusing on innovation and helping customers capture opportunities for product improvement as well as driving sustainable design through Arconic's Global Supplier Sustainability Program. ESG product scorecards comprising 70 different ESG ratings are now used in the development of all new products.</p> <p>For examples of product design that assist customers achieve their sustainability goals, refer to the 2023 Sustainability Report, 'Product' section, pages 10-148: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity documents its Scrap recycling goal including reducing internal Scrap and targeting 100% recycling of Aluminium Process Scrap. The Entity assesses all sites against an internal standard. There is a specific target for each location that is reported weekly through the business quality teams and metal management teams. Facility-level 'Hoshin' plans to establish annual targets and actions to reduce the scrap generated, are developed and are approved at the business unit level. Any material that cannot be consumed 'in-house' is only sold externally (to another Aluminium producer) after a multi-tier review/approval process.</p> <p>All Scrap sources (Scrap generation, monitoring, on-site process of scrap handling and selling procedures) are managed. The Entity separates Aluminium alloys and grades for recycling. In accordance with internal procedures, all wastes are separated along types of alloys and stored separately.</p>

CRITERION	RATING	COMMENT
4.4a-c Collection and Recycling of Products at End of Life – Material Conversion and other Manufacturing	Conformance	<p>The Entity has implemented a recycling strategy that is based on increasing Scrap intake in the production process to replace Primary Aluminium used, based on the input of both Post-Consumer and Pre-Consumer Scrap. The recycling plans are site-specific and monitored by cross-functional teams. These include both the amount of externally purchased material that can be recycled into Arconic materials as well as targets for in-house Scrap. The Entity assesses all sites against an internal standard.</p> <p>The Entity also has 'closed loop' contracts with many of its customers that provide a path for them to return their Original Equipment Manufacturer (OEM) Scrap to be recycled back into the parent alloy.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity engages with the industry to support collaborations to increase Aluminium recycling rates, including via 'closed loop' systems with its major customers. For instance, the Entity contributes to the Sustainability Advisory Council agenda for Aluminium Association. More information is available in the 2023 Sustainability Report, pages 27-29: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p> <p>The Entity's Tennessee facility works closely with the City of Maryville and Maryville College to help them further promote their recycling initiatives residentially and on-campus, respectively. The Tennessee facility regularly encourages and contributes during locally sponsored events throughout the community.</p>
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity monitors Greenhouse Gas (GHG) emissions at a site-level and collects data annually and reports at the corporate level in the annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>The Entity also reports its GHG emissions annually to the Carbon Disclosure Project (CDP) as well as Government agencies where applicable. However, the 2023 GHG emission data publicly disclosed in the Sustainability Report and the CDP report were not independently verified prior to publication.</p>
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Major Non-Conformance	<p>The Entity publicly disclosed a company-wide GHG emissions 2030 Intermediate Target and plan of 30% reduction from 2021 baseline emissions, available in the 2023 Sustainability Report at: https://www.arconic.com/sustainability-report</p> <p>A 'Decarbonisation Roadmap' is also developed to assess the feasibility of achieving the Entity's 2030 GHG emission reduction targets. Currently, the Entity is working to finalise and disclose long-</p>

CRITERION	RATING	COMMENT
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		<p>term targets for 2050 to limit global warming to below a 1.5° C threshold.</p> <p>However, according to data reviewed, the ASI endorsed methodology was not used for the development of the pathway presented in the 2023 Decarbonisation Roadmap. The pathway stops at the 2030 target and thus is not consistent with a 1.5° C warming scenario with a 2050 end-state target.</p> <p>The Intermediate Target is also greater than five years from the baseline year. Additionally, the GHG Emissions Reduction Pathway, the GHG Emissions Reduction Plan and the progress against them are not publicly disclosed.</p>
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5.4 GHG Emissions Management	Conformance	<p>GHG emissions are managed through the Environmental Management system of the Entity. As part of the Entity's Environmental Plan, action items have been developed which requires locations to identify and complete energy projects, map metering locations for natural gas and electricity usage across the facility, and a greater focus on prioritising energy efficiency projects through capital and non-capital expenditures.</p> <p>The Entity's Decarbonisation Roadmap is periodically reviewed by the management team. A standard has been implemented by the corporate to ensure standardisation and calculation of GHG emissions for the Entity.</p>
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6. EMISSIONS, EFFLUENTS AND WASTE

6.1a-f Emissions to Air	Minor Non-Conformance	<p>The requirement to develop an air emissions inventory for each site is included in the Arconic Air Management Standard. For a Corporate aggregation of emissions, emissions data are entered into an internal environmental management system with a 2016 baseline year. The emissions being reported are patterned to comport to GRI and Sustainability Accounting Standards Board (SASB) and include common (criteria) pollutants and toxic air pollutants. While Arconic does not have Primary Aluminium smelters, emissions of hydrogen fluoride are reported as an air toxic.</p> <p>EHS Standard 60.2 stipulates that locations determine the estimated impact on ambient air quality from emissions of criteria pollutants in excess of 250 tonnes per year. Air dispersion modelling is typically undertaken in conjunction with permitting activities where required by the local regulations. The standard also requires that locations obtain the necessary licenses, permits or other authorisations for the installation and operation of air emission sources and the associated air pollution control equipment, and that the locations comply with the emission limits and associated monitoring, recordkeeping and reporting requirements of said authorizations.</p> <p>While reductions in natural gas consumption result in emission reductions of air pollutants other than GHG, e.g. NOx, Arconic has not established formal reduction targets for emissions to air at a corporate level, but rather, due to our diverse operations and emissions, Arconic conforms to the site-specific permit limitations and/ or applicable local restrictions.</p> <p>Material usage, parameter testing is all part of emissions monitoring and are reported to appropriate agencies periodically (such as monthly, annually, etc.) as required by local regulations. Arconic has</p>
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CRITERION	RATING	COMMENT
		<p>disclosed air emissions in the annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>In the case of a location exceeding their permit allowance, this would trigger a non-compliance in the management system. Locations have three days to review this and enter into the system. Corrective actions would be put in place.</p> <p>However, the Kitts Green site has not formalised management of air emissions management nor disclosed publicly the management plan.</p>
6.2a-g Discharges to Water	Minor Non-Conformance	<p>The Entity has established a corporate internal water standard based on best practices. The Entity conducts internal audits that include a compliance component at a frequency determined by the identified risk level for the site. The methodology for determining the Entity's wastewater treatment and discharge is developed at the site level.</p> <p>Water discharges and water withdrawal and uses are disclosed in the annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>However, the Kitts Green site has not formalised management of water discharges nor disclosed publicly the water management plan.</p>
6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	<p>The Entity minimises risks due to Spills and Leakage through several Engineering Standards. This includes having appropriate controls to ensure containers, structures and equipment carrying oil or other chemicals are in good condition, adequate secondary containment should the structures release the chemical, spill response actions, reporting, and awareness training.</p> <p>Associated with this requirement, the Entity has initiated specific risk assessment as long-term efforts to minimise pollution and/or leakages. Sites are required to collect inventory of all structures used to convey, carry, contain oils, other chemicals and, wastewater and assess their risk (i.e. risk ranking) for potential releases of these materials to the environment.</p> <p>The communication process to affected parties is defined in the corporate standard to ensure that Affected Populations are notified as needed, to co-ordinate emergency services, and understand how to communicate in the event of an inquiry. Spills/releases that meet certain thresholds are also reported to appropriate agencies and spill response teams.</p> <p>Both Corporate and the Entity's Business Units also initiate various friendly reminders and toolbox talks to the sites periodically to provide guidance as well as awareness on risk associated with spills/leaks.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The communication process to affected parties is defined in the Entity's corporate standard to ensure that Affected Populations are notified as needed, to co-ordinate emergency services, and understand how to communicate in the event of an inquiry. Spills and releases that meet certain thresholds are also reported to appropriate agencies and spill response teams.</p> <p>Corporate and the Entity's Business Units also initiate various reminders, and toolbox talks to the sites periodically to provide guidance as well as awareness on risk associated with spills and leaks.</p>

CRITERION	RATING	COMMENT
		<p>The Entity reports significant Spills and impacts in its annual Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>No Material Spills and Leakages have occurred in the previous two years.</p>
6.5a-c Waste Management and Reporting	Minor Non-Conformance	<p>The Entity discloses publicly landfilled Waste quantities and disposition of such waste in its Sustainability Report available at: https://www.arconic.com/sustainability-report</p> <p>The Entity conducts self-assessment audits that includes a compliance component, and the audit is conducted at a frequency determined by identified risk level for the site.</p> <p>The requirement to develop and implement a waste management strategy is outlined in a corporate standard for each Facility to implement. This strategy is (in order of preference) to source reduction, recycle, incinerate/treat, and secure land disposal. It is an expectation for all Entity locations to implement programs to reduce, reuse, and/ or recycle their waste to minimize the amount of waste requiring disposal as well as to comply with applicable rules and restrictions.</p> <p>Whilst good practice in Waste management and performance was observed at a site level, the sites should formalise management of this topic and disclose publicly the waste management plan.</p>
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	<p>The Entity has multiple in-house and external Dross processing paths globally. Some locations process their Dross in a rotary Dross furnace or mechanical separation cell and reuse the Aluminium back in the process. Other Facilities send the Dross to an external processor to convert the Dross to Aluminium and receive it back for consumption.</p> <p>Each Casthouse location has a Dross recovery/melt loss target. Arconic Corporate functions work with external processors to ensure the recovery of the Aluminium is maximised, which includes audits of the secondaries, sending material to multiple secondaries for a comparative benchmark, and metallic testing at external labs to confirm that they are maximising the recovered Aluminium. More information is available in the 2023 Sustainability Report, Waste Management section, pages 27-28: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p>
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity has evaluated its Facilities to determine whether locations are in a water stressed area, or under water restrictions, using the Global Water Tool developed by the World Business Council for Sustainable Development (WBCSD).</p> <p>The Entity has developed a company-wide EHS Standard related to water and wastewater management which requires sites to identify, quantify, and prepare a comprehensive inventory of water sources</p>

CRITERION	RATING	COMMENT
		<p>and impacts on the Watershed. Each Facility has conducted a water balance analysis and regularly reports on water withdrawal and sources to the Arconic Corporate Centre.</p> <p>Water withdrawal and use by source and any Material risks to Watersheds are publicly disclosed in the Sustainability Report at: https://www.arconic.com/sustainability-report</p>
7.2a-e Water Management	Conformance	<p>The Entity has evaluated the Facilities to determine whether locations are in a stressed area or under water restrictions, using the Global Water Tool developed by the World Business Council for Sustainable Development.</p> <p>The Entity has evaluated whether sites are in a water-stressed area or underwater withdrawal restrictions. The Entity has developed a company-wide EHS Standard related to water and wastewater management which requires sites to identify, quantify, and prepare a comprehensive inventory of water sources and impacts on the Watershed. Each Facility has conducted a water balance analysis and regularly reports on water withdrawal and sources to the Arconic Corporate Centre.</p>
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity has assessed the risk and Materiality of the impacts on Biodiversity from the land use and activities in its Areas of Influence using the Integrated Biodiversity Assessment Tool (IBAT).</p> <p>Based on the IBAT assessment, there are no Material impacts on Biodiversity.</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as it has not identified any major risk or potential impacts to Ecosystem Services within its Area of Influence following the use of the IBAT assessment.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity as it has not identified any major risk or potential impacts to Biodiversity or Priority Ecosystem Services within its Area of Influence following the use of the IBAT assessment.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as it has not identified any dependence from its operations to Priority Ecosystem Services within the Area of Influence as outlined in the Biodiversity assessments conducted with the IBAT tool.
8.4 Alien Species	Conformance	<p>The Entity has established special requirements at the site level for wooden materials that originate from quarantined areas. The materials supplier carries out checks and treatment if necessary and sends documented results of the treatment. All quarantined products entering the plant are checked for the appropriate certificates.</p> <p>For the Entity's Bohai facility, all pallets are fumigated before use to prevent the introduction of Alien Species as per the requirements of China Customhouse.</p> <p>At the Entity's Tennessee facility, there is no potential impact or opportunity for Alien Species presence due to the management of the</p>

CRITERION	RATING	COMMENT
		<p>incoming pig and scrap metal, transport, and logistical operations of the plant.</p> <p>The Kitts Green facility has assessed the risk of introducing Alien Species as part of its Biodiversity Risk Assessment, and the impacts were considered low. Goods are inspected upon arrival, the bulk of which is prime metal that does not hold a medium (such as water, or organic matter) that can carry organisms. Wooden materials used in transit (i.e., pallets and crates) have also been considered.</p>
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity has not performed any New Projects or Major Changes within the last two years. No impacts of actual operations are on UNESCO World Heritage Properties. The EHS Policy states that Arconic operates in respect to the environment and the communities.
8.6a-d Protected Areas	Conformance	The Entity has not identified any Protected areas within its Area of Influence for all Facilities through the Integrated Biodiversity Assessment Tool (IBAT). In case of any New Projects or Major Changes, potential impacts on protected areas will be identified and assessed through the EHS impacts assessment standard by each location.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity has implemented a Human Rights Policy expressing a commitment to respect Human Rights. The Policy refers to the UN Guiding Principles on Business and Human Rights. The Policy and Code of Conduct are available at: https://www.arconic.com/human-rights https://www.arconic.com/code-of-conduct</p> <p>These Policies are included as part of employee training during onboarding and annual re-calibration training. The Entity has also defined Due Diligence processes implemented at location level.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity has implemented a Human Rights Policy that addresses equal opportunity, Discrimination and Harassment. As highlighted on pages 34 and 35 of the 2023 Sustainability Report, the Entity has many programs for women's empowerment such as Girl Scouts, the New York Academy for Sciences, the Society for Women Engineers, the Manufacturing Institute, Women in Manufacturing, and the American Association of University Women (AAUW).</p> <p>The Entity's 2023 Sustainability Report outlines women's representation across all employees, senior management, and executive level (see pages 34-35), available at: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence. The Entity has implemented corporate policies and procedures to respect the rights and interests of Indigenous Peoples.

CRITERION	RATING	COMMENT
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable as the Entity did not identify any Indigenous People, nor native communities through the assessment which included meaningful stakeholder engagement. There has been no New Projects or Major Changes within the last two years.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable as the Entity did not identify any Indigenous People, nor native communities through the assessment which included meaningful stakeholder engagement. There has been no New Projects or Major Changes within the last two years.
9.5a Cultural and Sacred Heritage – Identification	Conformance	<p>Sacred or cultural heritage sites and values are identified at the site level, and if applicable, policies, procedures and controls are developed, in consultation with any potentially affected communities.</p> <p>Sacred and cultural heritage protection is outlined in the Human Rights Policy available at: https://www.arconic.com/social</p>
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.6a-i Displacement	Conformance	<p>Whilst there have been no resettlements or Resettlement Action Plans since the Entity joined ASI, the Entity has developed a corporate standard to consider feasible alternatives to avoid or minimise physical and economic displacement in project designs, including resettlements.</p> <p>There are no current projects implemented that caused displacement, resettlement, or land acquisition.</p>
9.7a-h Affected Populations and Organisations	Minor Non-Conformance	<p>Impacts on Local Communities are addressed under the Human Rights Policy, which include respect to the cultures, customs, and values of the people in communities where the Entity operates and to consider their needs, concerns, and aspirations.</p> <p>At the site level, Local Community concerns may be identified and/or addressed under the certified Environmental Management System.</p> <p>The Arconic Foundation grants funds to 'not for profit' organisations that aim to have a positive impact to the communities it operates in. Arconic Foundation specifically invests to enhance education, promote environmental sustainability, and advance social equity. For more information please visit: https://www.arconic.com/foundation/</p> <p>However, there is limited evidence that the Entity has implemented a plan to identify, prevent, monitor, mitigate and account for any significant impacts from its activities on affected population's social, cultural, Health and Safety and Human Rights. This plan should be developed in consultation with Affected Populations and publicly disclosed.</p>
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Minor Non-Conformance	The Entity is committed to not contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRA) through the Arconic Human Rights Policy. The Entity undertakes Due Diligence to identify and prevent Human Rights risks to people in the Entity's operations and supply chain. Should any adverse Human

CRITERION	RATING	COMMENT
		<p>Rights impact be identified as having resulted from, or caused by the Entity's business activities, it is committed to remediating such impacts fairly and equitably. Refer to: https://www.arconic.com/global/en/investors/human-rights.asp</p> <p>The Entity maintains a Conflict Mineral Policy to respecting, protecting, and promoting fundamental human rights consistent with its operations and supply chain in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidelines for responsible mineral sourcing, available at: https://www.arconic.com/global/en/investors/pdf/Conflict-Minerals-Policy-FINAL-External.pdf</p> <p>Also refer to Arconic's Code of Conduct: https://www.arconic.com/global/en/who-we-are/pdf/code-of-conduct-English.pdf</p> <p>The Entity has also implemented a 'Declaration for Suppliers' to commit to not buy or source any Aluminium from Russia. However, there is no evidence that a strong management system is in place to exercise risk-based Due Diligence over the Primary Aluminium supply chain in accordance with the OECD Due Diligence Guidance of Minerals from Conflict-Affected and High-Risk Areas (CAHRA).</p> <p>Additionally, the Supplier Code of Conduct, the Conflict Minerals Policy, EcoVadis and Assent evaluations refer to '3TG' minerals and not the Primary Aluminium supply.</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity's procurement department has identified and assessed general risks in the supply chain by using the EcoVadis assess platform for its suppliers.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity's procurement department has designed and implement a strategy for a specific risk regarding conflict-affected areas, which is towards the Russian-Ukrainian conflict. A 'Declaration for Suppliers' has been defined and is signed by Aluminium suppliers committing them to not buy or source any Aluminium from Russia.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Due Diligence practices were audited as part of the normal process for ASI Certification against the ASI Performance Standard.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The supply chain Due Diligence is reported annually through the corporate Sustainability Report available at: https://www.arconic.com/sustainability-report
9.9 Security practice	Conformance	<p>The Entity contracts its security services and has contractual requirements preventing the hire of security companies or Contractors that are credibly implicated in the infringement of Human Rights.</p> <p>Local Contractors are used at sites to safeguard human, intellectual, financial, and physical assets. The suppliers are committed to all Entity's rules and principles.</p>

10. LABOUR RIGHTS

CRITERION	RATING	COMMENT
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity has implemented the Arconic Human Rights Policy that addresses the Freedom of Association and the right to Collective Bargaining. The Entity's sites have Labour Unions or Workers' Councils operating on site. The Union Collective Bargaining Agreement further addresses the right to Freedom of Association. Information on this is available at: https://www.arconic.com/human-rights</p> <p>The Entity has a Union Collective Bargaining Agreement that addresses the right to Collective Bargaining. The Agreement is negotiated at the site level.</p> <p>At the Entity's Bohai facility, the Collective Bargaining Agreement is negotiated at the site level. The records of negotiations between the Entity and the Labour Union, including meeting minutes and employee Collective Bargaining agreements are maintained.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	<p>In China, the Facility operates within the Applicable Law regarding Freedom of Association and Collective Bargaining, however, Arconic Bohai demonstrates respect for the right to Freedom of Association and Collective Bargaining. The site commits itself to respecting Workers' rights.</p>
10.2a-c Child Labour	Conformance	<p>The Entity has implemented the Arconic Human Rights Policy that addresses Child Labour: https://www.arconic.com/human-rights</p> <p>The Policy is also part of the Code of Conduct. Employee training on the Policy is delivered during onboarding and annual re-calibration training. The Entity does not use nor support the use of Child Labour. The minimum age for employment is 18 years.</p> <p>The Entity does neither use nor support the use of Child Labour as defined in ILO Conventions C138 and C182 and complies with related national and international law. The Entity does not engage in or support the use of Hazardous Child Labour, as verified by a review of employee records, Worker interviews, and compliance reviews against local law requirements.</p> <p>The Entity requires its suppliers to respect all laws in their jurisdiction regarding Child Labour, as stipulated by the Arconic Supplier Standards, available at: https://www.arconic.com/supplier-standards</p>
10.3a-c Forced Labour	Conformance	<p>The Entity has implemented a Human Rights Policy that addresses Forced Labour: https://www.arconic.com/human-rights</p> <p>The Policy is part of the Code of Conduct. Employee training on the Policy is delivered during onboarding and annual re-calibration training. The Entity does not engage in nor support Human Trafficking via direct employment or employment through labour agencies. The Entity has implemented controls and processes to monitor employment terms and conditions via labour agencies.</p> <p>The Entity's standard employment contract does not stipulate any forms of fee for hiring, payments for provided equipment, special provisions for Migrant Workers, forced work as payment of debts, or unreasonable restrictions on Workers' movement. This was evidenced via Worker interviews and interviews with Contractors on site.</p> <p>The Entity does not require Migrant Workers to lodge deposits as evidenced in Workers' interviews and payroll reviews.</p> <p>The Entity does not hold Workers in Debt Bondage nor forces them to work off debts. This was evidenced in the review of policies, procedures, employment contracts, payroll information and Worker</p>

CRITERION	RATING	COMMENT
		<p>interviews with employees and Contractors. The Entity does not withhold Workers' original documents.</p> <p>The Entity does not deny Workers the freedom to terminate their employment at any time without penalty, given notice of reasonable length. The notice period varies based on the site location. Employment Contract templates have the required language on the freedom to terminate. These processes were verified during a review of employee records, employment contracts and Worker interviews.</p> <p>Additional information is also available via the UK Modern Slavery and Human Trafficking Statement, available on the Arconic website at: https://www.arconic.com/documents/42106/100640/Arconic-Corporation-UK-Slavery-and-Human-Trafficking-Statement.pdf/bell282b-f8eb-9f24-950b-9250a6dddea3?t=1660573651274&download=false</p> <p>Also, the California Transparency in Supply Chains Act Statement, available at: https://www.arconic.com/documents/42106/100640/Arconic-Corporation-California-Transparency-in-Supply-Chains-Act.pdf/afa22afe-6cc0-99b5-aa86-843f9a686138?t=1660573650655&download=false</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity's Human Rights Policy addresses equal opportunity and 'zero tolerance' for Discrimination or Harassment and is available at: https://www.arconic.com/human-rights</p> <p>The Policy is part of the Entity's Code of Conduct. Employee training on the Policy is delivered during onboarding and annual re-calibration training. For more information, refer to the 2023 Sustainability Report, Diversity Equity & Inclusion section, pages 34-35: https://www.arconic.com/sustainability-report</p> <p>The implementation of the Entity's Non-Discrimination Policy was verified via a review of training records, Worker interviews, a review of applicable procedures and processes (e.g., the hiring process), as well as a review of payroll records.</p>
10.5 Communication and engagement	Conformance	<p>The Entity engages and communicates with its workforce on an ongoing basis. The Human Resources department manages the Employee Engagement Survey. 'Town Hall' meetings are held regularly and is emailed to all their employees. The 'Town Hall' meetings review the findings of the Surveys with everyone and considers any feedback received. The Employee Facing Communications Team is proactive and updates their Intranet regularly. The Entity maintains open communication and direct engagement with Workers without threat of reprisal, intimidation, or harassment. This was evidenced via interviews with Trade Union local representatives and Worker interviews.</p> <p>The Entity operates an Integrity Line which is available to Workers to seek advice or report grievances confidentially. The Entity discloses Integrity Line reports as a key performance indicator in the 2023 Sustainability Report, page 19: https://www.arconic.com/documents/d/arconic/2023-sustainability-report;download=true</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has adopted a 'zero tolerance' towards Violence and Harassment policy which applies to all plants. Employees are required to take training on this on an annual basis, and have multiple</p>

CRITERION	RATING	COMMENT
		<p>channels to report incidents, including the Integrity Line. The Entity has established written procedures for disciplinary actions including verbal warnings, written warnings, demotion, process change, performance improvement plans, training/coaching, reduction in pay or bonus, reassignment, suspension with pay, suspension without pay, or termination.</p> <p>The Entity does not engage in nor tolerate any other forms of abuse and human rights violations as evidenced through its commitment to respect Human Rights as documented in the Human Rights Policy as well as through Worker interviews and review of local Collective Bargaining agreements: https://www.arconic.com/human-rights</p>
10.7a-c Remuneration	Conformance	<p>The Entity ensures Remuneration is competitive, complies with Collective Bargaining Agreements, complies with minimum legal wage requirements and there is no Discrimination in compensation.</p> <p>The Entity provides compensation that is competitive within the relevant labour market. The Entity's compensation approach encompasses base pay, variable pay, and appropriate benefits that meet or exceed legal minimums and are compliant with all Applicable Laws. The structure is designed to deliver median compensation within a specific labour market, with higher compensation awarded for superior individual or team performance.</p> <p>The Entity has implemented a payment system with direct payment via bank transfer at all sites (the actual portals are different in each country). Annual self-assessments are required by each Facility and completed against the Entity's payroll requirements. Depending on the risk, every one to five years, payroll practices are reviewed at the request of the Audit Committee of the Board and conducted by the internal audit function.</p>
10.8a-c Working Time	Conformance	<p>The Entity has systems in place to ensure that people do not work Overtime, in line with their Human Rights Policies. Most time and attendance systems vary across different countries. Employees clock in and clock out, and those hours are reviewed by a Supervisor, payroll coordinator and Human Resource professionals.</p> <p>Each Facility adheres to the local employment laws, Collective Bargaining Agreement or site-based work hours and Overtime Policies. Between one to five years, each of the Entity's sites and financial processes are audited by the Entity's internal audit department.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity ensures that any work required laws, anti-Harassment, and labour laws are posted physically in plants where employees are likely to view these. Other more complex policies are communicated on a regular basis to employees in settings such as town hall and department meetings. Employees are also required to sign confirmation that they have received the information.</p>
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has implemented a documented Occupational Health and Safety (OH&S) Management System. The Entity's EHS Policy is defined in an Arconic Standard and posted on the Arconic website at: https://www.arconic.com/ehs-policies</p>

CRITERION	RATING	COMMENT
		<p>The EHS Policy sets a minimum requirement for locations to which they are held and measured. The Policy sets the expectations for Line Management, beginning with the CEO, to communicate Arconic's EHS Policy and Principles to all employees and to others involved in, or affected by the Entity's operations, which includes third party entities such as contractors, suppliers, and visitors.</p> <p>The planning process addresses issues related to audit findings and findings of potential non-compliance with the Entity's internal standards and relevant laws and regulations. It should include ambitious annual environmental, Health and Safety goals and objectives. The plan should be linked to an EHS management system and is reviewed as part of the regular operating plan review process, which includes quarterly business reviews by Arconic's Executive Lead Team (ELT). Although not specifically included in the policy or principles, the Entity's employees have the authority and expectation to refuse or stop unsafe work.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity develops a OH&S Management Plan annually and cascades this across the corporation. Senior management reviews and approves the Plan prior to it being deployed. As part of the testing process of the OH&S Management System for its effectiveness, there is a schedule to complete internal assessments of our locations are performing as well as Corporate EHS Audits.</p> <p>The Plan should be linked to an EHS management system and is reviewed as part of the regular operating plan review process, which includes reviews by Entity's management.</p> <p>The effectiveness of the OH&S Management System and leading and lagging indicators are publicly disclosed annually in the corporate Sustainability Report at: https://www.arconic.com/sustainability-report</p>
11.2 Employee engagement on Health and Safety	Conformance	<p>The Entity's Workers are provided with effective mechanisms to raise, discuss, and participate in the resolution of any OH&S issues with management such as Joint Health and Safety Committees, and the onboarding of new employees.</p>

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	20 December 2019	Issued (Full Certification)
1	20 February 2020	Updated for Certification Scope change (addition of Hungary and Brazil sites).
2	27 January 2021	Updated for Certification Scope change (addition of China site and removal of Arconic Itapissuma) and corrections made to the details of the First Scope Change Audit.

3	12 January 2022	Surveillance Audit
4	22 February 2023	Re-Certification Audit and Scope Change – Full Certification. Updated Certification Scope for the addition of the Tennessee, USA facility and removal of Samara, which was transferred to a single-site Certification (#250).
5	31 August 2023	Update for Certification Scope Change for the addition of the Kitts Green Operations located in the UK.
6	22 August 2024	Surveillance Audit.
7	25 March 2025	Re-Certification Audit and Scope Change – Provisional Certification. Scope Change to apply Performance Standard v3. Update to Certification Scope to remove reference to the “(Production and Transformation)” category of the supply chain activity Material Conversion, revised under PS v3.
