

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Hindalco Industries Ltd. Taloja Works

CERTIFICATE NUMBER
259

ASI STANDARD
**PERFORMANCE
STANDARD
(V3.1 2023)**

DATE OF ISSUE
7 MARCH 2026

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

DATE OF EXPIRY
6 MARCH 2029

ASI ACCREDITED
AUDITING FIRM
CETIZION VERIFICA

CERTIFIED SINCE
7 MARCH 2023

AUTHORISED BY

A handwritten signature in black ink, appearing to be "J. H.", followed by a long horizontal line.

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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

The manufacture of Aluminium flat
rolled products including
lithographic sheet stock, foilstock,
finstock and closure stock, at the
Taloja Works facility, India.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Hindalco Industries Ltd. Taloja Unit
ENTITY NAME	Hindalco Industries Ltd. Taloja Works
CERTIFICATION SCOPE	The manufacture of Aluminium flat rolled products including lithographic sheet stock, foilstock, finstock and closure stock, at the Taloja Works facility, India.
SUPPLY CHAIN ACTIVITIES	- Aluminium Re-melting/Refining - Semi-Fabrication - Casthouse - Material Conversion
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	- Initial Certification Audit (13 – 16 December 2022) - Surveillance Audit (3 – 5 October 2024) - Re-Certification Audit and Scope Change (25 – 28 February 2026)
AUDIT FIRM	CETIZION VERIFICA
AUDIT DATE	13 – 16 December 2022 (Initial Certification Audit) 3 – 5 October 2024 (Surveillance Audit) 25 – 28 February 2026 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	18 January 2023 (Initial Certification Audit) 27 February 2025 (Surveillance Audit) 23 July 2026 (Re-Certification Audit and Scope Change)
AUDIT SCOPE	<u>Initial Certification Audit (13 – 16 December 2022)</u> The Audit Scope includes the manufacture of Aluminium flat rolled products at the Taloja Works facility, India. Supply chain activities included in the audit scope: - Aluminium Re-melting/Refining - Material Conversion (Production and Transformation) All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. <u>Surveillance Audit (3 – 5 October 2024)</u> The Audit Scope includes the manufacture of Aluminium flat rolled products at the Taloja Works facility, India. Supply chain activities included in the audit scope: - Aluminium Re-melting/Refining - Material Conversion (Production and Transformation)

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Re-Certification Audit and Scope Change (25 – 28 February 2026)

The Audit Scope includes the manufacture of Aluminium flat rolled products at the Taloja Works facility, India.

Supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Semi-Fabrication
- Casthouse
- Material Conversion

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME	• Certification
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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.
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CERTIFICATION PERIOD	7 March 2026 – 6 March 2029
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NEXT AUDIT TYPE	Surveillance Audit
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NEXT AUDIT DATE	6 September 2027
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CERTIFICATE NUMBER	259
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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

Hindalco Industries Ltd - Talaja Works Unit (the Entity), is a unit of Hindalco Industries Limited Group, the metals flagship company of the Aditya Birla Group. It is located in the Talaja Industrial Area near Mumbai, India, and is well connected by road, rail, and air and currently employs approximately 493 people, of whom 25 are women.

The Entity has an annual production capacity of 79,200 tonnes (sheet, coil, plate, alloy pigs/ingots) and 1,200 tonnes of coated coils. The Entity produces flat-rolled products for various applications, including industrial, foil stock, printing, and others, and supplies its products to domestic and international markets.

The Entity sources Primary Aluminium (rolling ingot) from Hindalco Group companies and in support of a circular economy is increasing its sourcing of scrap from customers (through a buy-back arrangement) and post-consumer scrap.

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	Medium	Medium	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented a documented procedure to identify legal requirements and for undertaking periodic (i.e., monthly) monitoring meetings chaired by the Unit. A digital compliance system is in place that operates on the 'maker-checker system'. Compliance obligations are mapped according to their due dates. The Entity conducts annual legal compliance audits as per corporate guidelines.
1.2 Anti-Corruption	Conformance	As part of the Hindalco Group, the Entity has implemented the Anti-Money Laundering, Anti-Bribery and Anti-Corruption Policy, which details its commitment to combating Corruption, outlines its implementation measures, and includes a reporting mechanism. Employees undertake annual refresher training on the Policy. The Policy is available at: https://www.hindalco.com/Upload/PDF/aml-abac-Policy-2023.pdf The Entity has established a 'Business Value Committee' which is responsible and accountable for the prevention of Corruption. A reporting mechanism has been established, including a Whistleblower Policy to report potential Corruption incidents: https://www.hindalco.com/upload/pdf/hindalco-whistle-blower-policy-19.pdf
1.3a-e Code of Conduct	Conformance	The Entity has implemented the Group-wide Code of Conduct which includes principles relevant to Environmental, Social and Governance (ESG) matters. The Entity communicates the Code and provides relevant training to its employees about its requirements and expectations, and is available at: https://www.hindalco.com/Upload/PDF/hindalco-code-conduct.pdf
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	As part of Hindalco Group, the Entity has implemented various Policies that address environment, social and governance matters. In addition, the Group-level Risk Management and Environment, Social & Governance (ESG) Committee reports to the Board of Directors on ESG-related matters. The Policies are available at: https://www.hindalco.com/investors/corporate-governance#Policies The Policies addressing ESG issues are endorsed by Unit-level management. The required resources, in terms of employees, finance and infrastructure, are provided and reviewed. The Policies are communicated to internal Stakeholders through display boards and training, and to external Stakeholders through materials used during Corporate Social Responsibility (CSR) and community programs/initiatives; they are also available on the website.
2.2a-c Leadership	Conformance	An Entity-level Management Representative has been identified as having overall responsibility and authority for ensuring conformance with the requirements of the ASI Performance Standard. The Management Representative is supported by an ASI Standards implementation team and governance structure, which reports to the Unit Head. The Entity's governance team has been trained on ASI Standards and requirements.

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has developed, implemented, and Third Party certified the Environmental Management System in accordance with ISO 14001:2015.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has developed and implemented its Social Management System with addresses Human Rights and Labour Rights in accordance with national and international laws. The Entity provides the necessary resources to implement the Social Management System.
2.4a-e Responsible Sourcing	Conformance	The Entity has developed and implemented responsible sourcing-related Policies, which are communicated to the required personnel. The Supplier Code of Conduct is communicated to suppliers, and a risk-based supplier audits have commenced. The Responsible Sourcing Policy is available at: https://www.hindalco.com/Upload/PDF/responsible-supply-chainPolicy.pdf The Supplier Code of Conduct is available at: https://www.hindalco.com/upload/pdf/annexure-IVa-hindalcosupplier-code-conduct.pdf
2.5a-g Environmental and Social Impact Assessments	Conformance	The Entity has undertaken an Environmental Impact Assessment (EIA) through an external accredited agency for a Fin Coating Line expansion, which addresses ESG requirements, including external Stakeholder consultation (within 10 kilometres) and the impacts of additional water and energy demand and generation of waste. The construction phase EIA approval conditions have been fulfilled, and as a result, the Entity has received an updated 'Consent to Operate' from the Maharashtra Pollution Control Board. The EIA the ministerial website, TOR Number: 71467: https://environmentclearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Maharashtra
2.6a-h Human Rights Impact Assessment	Conformance	The Entity has undertaken an Environmental Impact Assessment (EIA) through an external accredited agency for a Fin Coating Line expansion, which addresses ESG requirements, including external Stakeholder consultation (within 10 kilometres) and covers Human Rights aspects. The construction phase EIA approval conditions have been fulfilled, and as a result, the Entity has received an updated Consent to Operate from the Maharashtra Pollution Control Board. The EIA the ministerial website, TOR Number: 71467: https://environmentclearance.nic.in/proposal_status_state.aspx?pid=ClosedEC&statename=Maharashtra
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented an on-site Emergency Response Plan, which is available to relevant Stakeholders upon request. The Entity has identified emergency scenarios and associated mitigation measures. An external expert agency also conducts the Maximum Credible Loss Scenario (MCLS). The Plan also includes a Flood Disaster Management Plan to address emergencies during the monsoon period (June–September). The details include defining preparedness at a 'micro level' and identifying vulnerable areas throughout the Entity.

CRITERION	RATING	COMMENT
		The Entity's emergency response command structure is described and the emergency control centre is manned by the security team 24/7. Further information on emergency planning is available in the Integrated Annual Report, page 95: https://www.hindalco.com/filip-book-IR-2024-25/assets/pdf/hindalco-annualreport-2024-25.pdf
2.8a-d Suspended Operations	Conformance	The Entity has developed a site-specific Business Continuity Plan (BCP) and considers a range of business disruption scenarios and mitigation measures. The Entity reviews the BCP periodically and provides regular training to responsible employees. The Entity uses digital tools with a defined workflow, risk register, heat map and risk report.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has developed an internal Due Diligence process in accordance with its internal Environmental and Social Impact Assessment (ESIA) protocol, including for mergers and acquisitions. No mergers or acquisitions have occurred in the past three years.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has developed an internal process to review environmental, social and governance issues in the planning process for closure, decommissioning and divestment. There has been no closure, decommissioning and divestment activity during the past three years.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	As part of the Hindalco Group, the Entity is included in the Group's Integrated Annual Report. The Report includes the Entity's ESG performance and details on the recent and upcoming sustainability projects, including renewable energy projects. Details on the sustainability Materiality assessment and governance approach are included on pages 54-61. The Integrated Annual Report 2024-25 is available at: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
3.2 Non-compliance and Liabilities	Conformance	There are no Material fines, judgments, penalties, or non-monetary sanctions for failure to comply with Applicable Law during the reporting period. Further information is available in the Integrated Annual Report, page 220: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
3.3a-c Payments to Governments	Conformance	The Entity makes payments to the Government for statutory obligations, such as goods and services tax and corporate tax, with a legal and contractual basis. Further details are available on the Hindalco Integrated Annual Report, pages 456-457: https://www.hindalco.com/investorshttps://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Minor Non-Conformance	The Entity has a Grievance Mechanism that includes various reporting channels to address employees' grievances. The Entity has implemented the Hindalco Whistleblower Policy, available at: https://www.hindalco.com/Upload/PDF/hindalco-whistle-blower-Policy-19.pdf The Entity has a Grievance Redressal Committee that meets monthly, and QR codes are around the plant area to report issues.

CRITERION	RATING	COMMENT
		The Entity's Complaints Resolution Mechanism, however, does not include a written, accessible, or disclosed process for investigating and responding to complaints and grievances for all Stakeholders, particularly contract Workers and Local Communities.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has evaluated the life cycle impacts of its major Products and undertaken a Life Cycle Assessment (LCA) using the cradle-to-gate methodology as per ISO 14040 and ISO 14044.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has evaluated the life cycle impacts of its major Products and undertaken a LCA using the cradle-to-gate methodology as per ISO 14040 and ISO 14044. The Entity has provided LCA results to its customers and other interested parties. More information regarding the full LCA is available upon request. The Entity has made a public disclosure regarding the LCA in its Integrated Annual Report, page 137: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
4.2 Product Design	Conformance	The Entity has an on-site research and development department, 'Hindalco Innovation Centre-HIC'. The Entity utilises 'clad scrap' in value-added products such as roofing sheets and Aluminium circles.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has a re-melting furnace and a recycling furnace and collects 100% of internal Aluminium Process Scrap, segregates it by alloy/grade and reuses it. The Entity also receives Process Scrap from certain customers, as per agreement. The Entity tracks key performance indicators, including melt loss and burner efficiency, monthly and display the results near work areas.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity has implemented a Corporate-level strategy to increase the collection and recycling rate. The Entity has reviewed and updated its recycling strategy, which includes targets for external Scrap (Post-Consumer Scrap).
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity engages with local recycling systems to increase recycling rates. At the corporate level, the Entity supports regional and national efforts to increase recycling rates through policy advocacy, processing external Scrap from customers, and buy-back arrangements.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	The Entity has disclosed its energy consumption by source and its Scope 1, 2 and 3 Greenhouse Gas (GHG) Emissions data in the Integrated Annual Report 2024-25, pages 156-161: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf The Entity's independent assurance statement for energy-related disclosures and GHG Emissions data, which covers Scope 1 and 2 emissions, is also available in the Integrated Annual Report, pages 754-762.

CRITERION	RATING	COMMENT
		However, there is no independent assurance of the Entity's Scope 3 GHG Emissions.
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 GHG Emissions Reduction Plans	Conformance	The Entity has used the ASI method to develop a 1.5°C-aligned GHG Emissions Reduction Pathway using 2023-24 as the baseline year and to define Intermediate Targets. The Entity has developed a GHG Reduction Plan to achieve energy efficiency and savings, with renewable energy as the biggest decarbonisation lever.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	The Entity, at Group level, has disclosed its decarbonisation strategy and roadmap in the Integrated Annual Report, page 155: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf The Entity, either at standalone or at the Group level, has not disclosed the intermediate GHG emissions reduction targets to which its GHG emissions reduction investment and action plans are aligned. Further, the Entity does not periodically review these targets.
5.4 GHG Emissions Management	Minor Non-Conformance	The Entity's GHG Management System and practices were not found to be effective in achieving performance in line with the GHG Emissions Reduction Pathway or GHG emissions reduction targets.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity conducts monitoring of emission point sources monthly and ambient air quality quarterly, in accordance with the Consent to Operate. It has established a Standard Operating Procedure that details sample selection, testing methods, and reporting. Monitoring results confirm emissions are within permissible limits. Additional stack monitoring, associated with the Fin Coating Line expansion, commenced in January 2026. The Entity's Material Emissions to Air are reported at the Group-level and disclosed as consolidated data in the Integrated Annual Report, pages 162-164: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
6.2a-g Discharges to Water	Conformance	The Entity complies with the water discharge requirements of its Consent to Operate issued by the Maharashtra Pollution Control Board. The Entity monitors treated industrial and domestic wastewater parameters via an online analyser. The Entity is operating a zero liquid discharge (ZLD) plant. All water discharge parameters are within permissible limits, as per the Consent to Operate. Further information is available in the Integrated Annual Report, pages 23, 37, 166 and 173: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf

CRITERION	RATING	COMMENT
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has implemented a Corporate-level procedure and assessed major risk areas of operations to address Spills and Leakages which may contaminate air, water and/or soil. The Entity has developed and implemented a management plan and associated practices to contain and prevent Spills.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has established a reporting system and practices to report Spills of any nature or at any location. The Entity reports spills through an annual environmental statement and monthly via an environmental performance report submitted to local environmental authorities. The Entity also reports Material Spills at the corporate level in the Integrated Annual Report. No major Spills or Leakage were reported since the last ASI Audit. The Entity discloses Material Spills and Leakages at Corporate level in the Integrated Annual Report, page 182: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
6.5a-c Waste Management and Reporting	Conformance	The Entity has developed a Waste Management Procedure that addresses the separation of Hazardous and Non-Hazardous Waste, with a focus on Waste minimisation at source, in accordance with the Waste Mitigation Hierarchy. The Entity is working to minimise Waste and prevent/reduce landfill disposal, and since September 2025, no Waste has gone to landfill. The Waste storage area was found satisfactory during the plant visit. The Entity's Waste data and mitigation strategy are disclosed in the Integrated Annual Report, pages 175-180: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
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)	Conformance	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	Dross generated is sent to an external authorised agency to maximise the recovery of Aluminium by treatment of Dross and Dross residues. The Entity breaks Dross lumps into smaller sizes to recover trapped Aluminium for internal remelting and reuse. To increase Aluminium recovery. Further information on the Entity's approach to managing Dross is available in the Integrated Annual Report, page 176: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has developed a water balance diagram and installed a water flow meter to monitor water consumption and discharge. The Entity has conducted a Water Risk Assessment and implemented associated mitigation measures. Wastewater from the Entity's Effluent Treatment Plant (ETP) is discharged to the industrial area authority's ETP. An external party has assessed the physical risks of climate change. The risk assessments have determined that the water stress and water-related risks are low to medium. The Entity is implementing water conservation projects, including rainwater harvesting for on-site irrigation and cooling. The Entity has disclosed its water withdrawal and use in the Integrated Annual Report, pages 166-173:

CRITERION	RATING	COMMENT
		https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
7.2a-e Water Management	Conformance	The Entity has implemented the Group-wide Water Stewardship Policy and a technical standard for water management. The Entity is not in a water-stress zone, and rainwater is collected, stored and re-used. The water-related performance is analysed and discussed monthly at the 'Water Task Force' meeting. Water-related practices observed during the Audit were found to conform to regulatory norms and the Entity's Management System requirements. The Entity has disclosed its water management approach in the Integrated Annual Report, pages 166-173: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has conducted a Biodiversity assessment through an external agency, which covers the plant area and the colony. The assessment determined that the risks and potential impacts on Biodiversity and Ecosystem Services from the land use and activities within the Entity's Area of Influence is low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the impact on Biodiversity and Ecosystem Services were assessed as low.
8.2a-g Biodiversity Management	Conformance	The Entity has conducted a Biodiversity assessment, which determined the risks and impacts on Biodiversity and Ecosystem Services as low. However, the Entity has developed and implemented a Biodiversity Management Plan, which is discussed at the Unit-level sustainability meetings, 'townhall' meetings, and with the nearby community via CSR program personnel. Additionally, the Entity meets its environmental responsibility obligations under its Environmental Clearance, which includes green belt and plantation development.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity's risk assessment identified invasive species and found them on-site. The Entity has taken necessary measures to eradicate Alien Species and prevent the introduction of new invasive species onto site. The Entity chemically treats or checks wooden packaging in all inbound and outbound deliveries.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has committed to "No Go" in World Heritage Properties.
8.6a-d Protected Areas	Conformance	The Entity's Biodiversity assessment has confirmed that operations are not located within or adjacent to any designated Protected Areas as defined under national or international conservation frameworks.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
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	The Entity has established, at the corporate level, a Human Rights Policy based on the UN Guiding Principles, indicating its commitment towards Human Rights and provides related training to all its employees: https://www.hindalco.com/Upload/PDF/human-right-Policy.pdf The Entity has conducted Human Rights Due Diligence in line with corporate guidelines, and a specialised team undertook a Human Rights assessment at Group level in March 2025. The Entity has implemented a Human Rights Risk Register which addresses internal and external business activities, including Health and Safety, as well as existing mitigation measures that are implemented and monitored. The Entity has updated its remedial measures for emerging Human Rights risks and impacts, such as female employees working night shifts and has fulfilled applicable compliance requirements.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity's Human Rights Policy addresses women's rights: https://www.hindalco.com/upload/pdf/human-right-policy.pdf The Entity provides training on women's rights via e-learning and in person. Information such as the Prevention of Sexual Harassment (POSH) Policy and the grievance reporting channel is displayed on boards. The POSH Policy and guidelines are available at: https://www.hindalco.com/upload/pdf/hindalco-posh-policy.pdf To further strengthen women's rights and the working environment, the Entity has formed a 'Women's Committee' that meets periodically and includes representatives from all major functions, including Human Resources. The Corporate-level program, REWIRE (Reflect-Empathize-Witness-Include-Respond-Evolve), which promotes discussions related to gender equity, is also implemented. The Entity continues to work toward gender equity and women's empowerment. The percentage of women in the workforce has increased from 9.3% in 2024 to 16.23% in 2025, and the Entity employs persons with disabilities in both management and production roles. The effectiveness of the gender equity actions is detailed in the Integrated Annual Report, pages 108-109, 122-123: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples have been identified within the Entity's Area of Influence. The Entity's Corporate Social Responsibility (CSR) team periodically consults and cooperates in good faith with community representatives.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples have been identified within the Entity's Area of Influence.

CRITERION	RATING	COMMENT
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 to the Entity, as no Indigenous Peoples have been identified within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has committed to respecting Indigenous and community rights to maintain and protect their cultural heritage, including archaeological sites, artefacts, ceremonies, and artistic traditions, from any adverse impacts of the Entity's business activities. No cultural or sacred heritage sites or values are in the close vicinity of the Entity's operations.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable, as there are no sacred or cultural heritage sites or values within the Entity's Area of Influence.
9.6a-i Displacement	Conformance	The Entity has established a Policy on Rehabilitation, Resettlement and Protection of Indigenous People, available at: https://www.hindalco.com/upload/pdf/IPRR-Policy.pdf The Entity has a Group-wide management standard, 'Project Development and Life Cycle Management', detailing sustainability considerations throughout project development and life cycle stages. The Entity has had no physical displacement due to its activities since it joined ASI. There was no displacement during the recent expansion project, which was carried out within the Entity's property's limits.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has established an integrated Corporate Social Responsibility (CSR) approach to serving Local Communities. The CSR projects are designed to meet Stakeholder needs while respecting the legal and customary rights and interests of Local Communities. The Entity continues to work on CSR projects across the thematic areas of education, health, sustainable livelihoods, and infrastructure. The CSR projects are being undertaken in four core villages and nine rural villages. Community members can raise grievances during in-person meetings at the factory, scheduled village visits (at least once a month), or via telephone. The environmental responsibility obligations as part of the Environmental Clearance (for the Fin Coating Line expansion) have also been planned through community-based projects, e.g., check dams at Nitallemanpada and Khanachabangla (tribal village, Katkari Tribe) with fund allocation. An external agency carried out a needs identification assessment in August 2022 as part of the Entity's Environmental Impact Assessment, which was formalised in the Environmental Clearance conditions. Key performance indicators on the number of beneficiaries and expenditure are tracked and reported.
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	The Entity has a formal commitment to avoid contributing to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRAs). This is addressed during the Human Rights Due Diligence activities and responsible sourcing deployment, and includes adherence to the Human Rights Policy and Supplier Code of

CRITERION	RATING	COMMENT
		Conduct: https://www.hindalco.com/upload/pdf/annexure-IVa-hindalco-supplier-code-conduct.pdf The Entity has no business relationships with other entities within CAHRAs.
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Entity uses an Excel-based tool to identify CAHRA-related risks in accordance with the OECD Guidance. All Primary Aluminium is sourced from a Group company, which is an ASI Certified facility, and no CAHRAs have been identified at either the source or the transit route.
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as it has an identified risk management strategy in accordance with the OECD Due Diligence Guidance for Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance).
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity's Due Diligence practices have been assessed as part of this ASI Performance Standard Audit, which meets the Criterion requirements.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The Entity reports annually on its supply chain Due Diligence, covering the copper business, in accordance with the OECD Guidance. As an Aluminium business, the Bauxite and Alumina in the Entity's supply chain are neither sourced nor transited from a CAHRA region.
9.9 Security practice	Conformance	The Department of Industry, Energy and Labour, Government of Maharashtra, has approved the use at the Entity of a private (external) security agency, as per the <i>Maharashtra Private Security Guard Act, 1981</i> . The security guards are trained in Human Rights using structured training material. Female security guards are employed.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has committed to the Freedom of Association in its Human Rights Policy. One registered Trade Union, 'Hindalco Karamchari Sanghatan', is registered at the Entity, and Workers have a choice of membership. The Entity has committed to upholding Workers' rights to Collective Bargaining in its Human Rights Policy.
10.1d Freedom of Association and Right to Collective Bargaining – Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as it operates in India where national laws do not restrict the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	The Entity's minimum hiring age is 18 years, which is implemented through hiring processes and practices, including proof of age verification. The Entity neither uses nor supports the use of the Worst Forms of Child Labour and complies with related national and international law.
10.3a-c Forced Labour	Minor Non-Conformance	The Entity has committed to the prohibition of Forced Labour and modern slavery, as stated in its various policies, including the Human

CRITERION	RATING	COMMENT
		Rights Policy, Corporate Values, Code of Conduct and Supplier Code of Conduct. However, the Entity has not publicly disclosed an annual Modern Slavery Statement detailing its actions to address modern slavery.
10.4a-c Non-Discrimination	Conformance	The Entity is committed to preventing Discrimination on the basis of gender and age in hiring, promotion, and training. It has developed procedures and guidelines for high-risk activities, such as employee performance appraisals, and has trained its employees on non-Discrimination. The Entity, at Group level, has undertaken a gender pay gap assessment, which determined there was a 3.7% Adjusted Pay Gap.
10.5 Communication and engagement	Conformance	The Entity has developed an engagement plan with employees and other external Stakeholders to effectively communicate its policies and programs, which are displayed on the notice board and discussed at various committees and taskforces. The Entity has a corporate-driven activities calendar and employee engagement activities have been undertaken. Stakeholder meetings, such as the Canteen Committee and for Contractors, are undertaken quarterly. The Entity conducts an annual "Vibes" survey, and the engagement score increased in the last survey. An organisation's effectiveness dashboard tracks and monitors various employees' engagement and welfare programs.
10.6a-g Violence and Harassment	Conformance	The Entity is committed to preventing Violence and Harassment, as set out in its Human Rights Policy and Code of Conduct. The Occupational Health and Safety (OH&S) hazard identification process considers aspects of Violence and Harassment when identifying hazards and developing control measures. The Human Rights Policy is available at: https://www.hindalco.com/Upload/PDF/human-right-Policy.pdf The Code of Conduct is available at: https://www.hindalco.com/Upload/PDF/hindalco-code-conduct.pdf
10.7a-c Remuneration	Conformance	The Entity provides a monthly wage payment on the last working day of each month via bank transfer. Overtime is paid at a premium rate (i.e., 200% for weekdays). Payslips are emailed to each employee.
10.8a-c Working Time	Conformance	The Entity records working hours, including for Contractors, through biometric machines. Working hours follow the national labour-related laws and the Entity observes the legislated requirements for public and national holidays, sick leave, casual leave, and privileged leave. Employees working on public holidays are entitled to premium pay under Applicable Law. The Overtime analysis is undertaken monthly. The Entity complies with applicable national laws and the in-force Collective Bargaining Agreement.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights through induction training, periodic refresher training, displays and employee engagement activities.

11. OCCUPATIONAL HEALTH AND SAFETY

CRITERION	RATING	COMMENT
11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	The Entity has implemented an ISO 45001:2018 certified Integrated Management System that is supported by health, safety, and environment procedures. Employees and Contractors receive training on OH&S topics. Hazard Identification and Risk Assessment has been conducted for various activities, such as scalping, and control measures have been implemented. However, some activity-specific hazards and mitigation measures are not adequately addressed, including the potential for explosion and precautionary measures such as using non-sparking tools and cleaning equipment and side walls to avoid accumulations.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity conducts monthly safety review meetings at both the Unit and Corporate levels and records all details on leading and lagging indicators. The Entity conducts peer benchmarking to record and analyse the Lost Time Injury rate and Total Recordable Injury Rate across its peers, mainly Group companies. The related disclosures have been made in the Integrated Annual Report, pages 92-97: https://www.hindalco.com/Upload/PDF/hindalco-annualreport-2024-25.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity conducts quarterly Safety Committee meetings with management and Workers to discuss safety-related issues. The Entity records meeting minutes and tracks action items. A monthly safety theme is celebrated to create awareness among employees and visitors. Monthly 'townhall' meetings, chaired by the Unit Head and moderated by the safety team, are conducted. These meetings include rewards and recognition for best safety practices, plus a safety scorecard for winning and runner-up departments.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	7 March 2023	Initial Certification Audit – Full Certification
1	8 April 2025	Surveillance Audit
2	25 September 2026	Re-Certification Audit and Scope Change – Full Certification Scope Change to apply the ASI Performance Standard V3.1 and to correct SCA for inclusion of Semi-Fabrication and Casthouse activities.