

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

GRÄNGES

CERTIFICATE
NUMBER

36

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI
ACCREDITED
AUDITOR

DNV GL

DATE OF ISSUE

11 JULY 2019

DATE OF EXPIRY

10 JULY 2022

CERTIFIED SINCE

11 JULY 2019

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. Stewardship Initiative Ltd'.

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CERTIFICATION SCOPE

Gränges Aluminium (Shanghai) Co., Ltd. is a subsidiary of Gränges Group, located at No. 1111 Jiatang Highway, Jiading District, Shanghai, China. The Entity produces Aluminium strips and plates, used for the auto industry.

Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at
www.aluminium-stewardship.org

SUMMARY AUDIT REPORT

PERFORMANCE

STANDARD

OVERVIEW

MEMBER NAME Gränges

ENTITY NAME Gränges Aluminium (Shanghai) Co., Ltd.

CERTIFICATION SCOPE Gränges Aluminium (Shanghai) Co., Ltd. is a subsidiary of Gränges Group, located at No. 1111 Jiatang Highway, Jiading District, Shanghai, China. The Entity produces Aluminium strips and plates, used for the auto industry.

SUPPLY CHAIN ACTIVITIES

- Casthouses
- Semi-fabrication
- Material Conversion

ASI STANDARD

- Performance Standard V2

AUDIT TYPE

- Certification Audit

AUDIT FIRM DNV GL

AUDIT DATE 10 – 11 June 2019

AUDIT REPORT SUBMISSION 19 June 2019

AUDIT SCOPE Gränges Aluminium (Shanghai) Co., Ltd. is a subsidiary of Gränges Group, located at No. 1111 Jiatang Highway, Jiading District, Shanghai, China.

Supply chain activities included in the audit scope:

- Casthouses
- Semi-fabrication
- Material Conversion

All relevant criteria in the ASI Performance Standard were included in the audit scope.

AUDIT OUTCOME

- 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

11 July 2019 – 10 July 2022

NEXT AUDIT
TYPE

Surveillance Audit

NEXT AUDIT
DUE DATE

10 July 2021

CERTIFICATE
NUMBER

36

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	Gränges Aluminium (Shanghai) Co., Ltd. has developed and implemented policies, systems, procedures and processes that conform to ASI Performance Standard's legal compliance requirements. Gränges Aluminium (Shanghai) Co., Ltd. has systems in place to maintain awareness of and to ensure compliance with applicable law, and conducts the compliance evaluation on an annual basis.
1.2 Anti-Corruption	Conformance	Policies and processes to identify and prevent corruption are well implemented. Training courses are provided to all employees. The Entity works against corruption in all its forms, including extortion and bribery, consistent with applicable law and prevailing international standards.
1.3 Code of Conduct	Conformance	A Code of Conduct which covers social, governance and environment performance principles is established. The policies and the associated management procedures against ISO 14001 and OHSAS 18001 cover the implementation of management requirements on environment and occupational health and safety. The Code of Conduct is available for all interested stakeholders on the official website of the Entity: https://www.granges.com/globalassets/04.-hallbarhet/11.-policyer/granges_codeofconduct_2018.pdf
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Management Policies are consistent with the environmental, social, and governance practices, and published on the Entity's office website: https://mp.weixin.qq.com/s/kyiNx7R_GQQ7_Tez7hf-g
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	Senior management demonstrates commitment to the implemented policies, endorsement and support to provide sufficient resources for regular review of policies, therefore meeting the ASI Performance Standard requirements.

CRITERION	RATING	COMMENT
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Policies are available for internal and external stakeholders by training, publishing on website and posts on-site. More detailed information, please see: https://mp.weixin.qq.com/s/kyiNx7R_GQQ7_Tez7hf-g
2.2 Leadership	Conformance	Two senior management representatives have been nominated. The responsibility and authority of each department and key roles are defined to implement the ASI Performance Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	Gränges Aluminium (Shanghai) Co., Ltd. has implemented and documented an Environmental Management System and holds a valid ISO 14001:2015 certificate. The scope of this external certification covers the Entity's entire Certification Scope.
2.3b Environmental and Social Management Systems (social)	Conformance	A Social Management Systems is established and implemented.
2.4 Responsible Sourcing	Conformance	The Purchasing Policy is communicated to all suppliers and contractors and cover the environmental, social and governance aspects towards the suppliers, based on the ASI Performance Standard. Please see https://www.granges.com/globalassets/04.-hallbarhet/11.-policyer/180619_granges-supplier-coc.pdf
2.5 Impact Assessments	Conformance	Environmental, social, cultural and Human Rights Impact Assessments are well implemented at each department. The identified risks on social, environment, occupational health & safety (OH&S) and governance are assessed, and the associated control measures are established and implemented. There have not been any new projects or major changes since the Entity became an ASI member.
2.6 Emergency Response Plan	Conformance	In collaboration with potentially affected stakeholder groups, the Emergency Response Plans are established, well implemented and workers are trained.
2.7 Mergers and Acquisitions	Conformance	A procedure is established for mergers and acquisitions, but no such activity has happened since the Entity started to operate in 1996.

CRITERION	RATING	COMMENT
2.8 Closure, Decommissioning and Divestment	Conformance	A procedure for Closure, Decommissioning and Divestment is established in accordance to the requirement of ASI Performance Standard. But no such case has happened since the Entity started to operate in 1996.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The annual sustainability report is published on the official website of the Entity: https://www.granges.com/globalassets/05.-investerare/04.-rapporter-och-presentationer/2019/02.-arsredovisning-2018/granges_annual_report_2018.pdf
3.2 Non-compliance and liabilities	Conformance	No non-compliance or liabilities were recorded in the sustainability report in 2018. Per the official websites of the relevant government agencies and NGOs, two correction notices were raised by the local Environment Protection Bureau in March 2019. The Entity has taken the associated investment and action to solve the problems and has disclosed the cases on: https://mp.weixin.qq.com/s/8uN93l-Wq3fmGdW3ih3slw
3.3a Payments to governments (legal and contractual)	Conformance	Per the financial audit report as verified by a third party audit firm in 2019, the payments to government by the Entity are only those that are legally required. No other payments are made.
3.3b Payments to governments (disclosure – bauxite mining)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	Internal and external Whistle-blowing/Complaint/Grievance Mechanism exist (e.g. whistle-blowing mail address, suggestion box), and published on https://www.granges.com/about-granges/corporate-governance/whistleblower
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The environmental life cycle assessment (LCA) is conducted and documented.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The environmental life cycle assessment report can be provided by external communication if required. There have been no requests to date. The LCA report is published on: https://mp.weixin.qq.com/s/S91MSk5xZ10ujGYrsTnP6A

CRITERION	RATING	COMMENT
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The information of LCA is published in the Entity's website: https://mp.weixin.qq.com/s/S91MSk5xZ10ujGYrsTnP6A
4.2 Product design	Conformance	Following the Research and Design (R&D) procedure, the environmental impacts are taken into consideration.
4.3a Aluminium Process Scrap (targets)	Conformance	The targets for utilization rate of the process scrap is 100%. Composite material is re-used by the Entity. The others are sold to the suppliers for other purposes.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	Per the classification rule for scrap, the process scraps are separated, identified and stored for recycling based on the concentration of the chemical elements.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	Gränges Aluminium (Shanghai) Co., Ltd. has a clear recycling strategy, working with customer to improve the recycling rate at end-of-life.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	Because there is not the complete local, regional or national collection and recycling systems for aluminium scraps in China, Gränges Aluminium (Shanghai) Co., Ltd. works with the customer to increase recycling rates.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The major Scopes 1 and 2 greenhouse gas emissions and energy use by source are tracked, calculated and documented annually. GHG emissions in 2018 is published on https://mp.weixin.qq.com/s/f3_LgW5P5rTUVpylnBMOVA The GHG emission is not checked by a 3rd party.
5.2 GHG emissions reductions	Conformance	The Granges Group set up a GHG emission reduction target towards 2025 and Granges Asia should reduce the GHG emission by 25% based on the level of 2017, aligning with the group target assigned. The main strategy is to reduce the unnecessary electricity consumption and increase the scrap recycle rate. GHG emissions target is published on https://mp.weixin.qq.com/s/-0o6RqMFnU9MDq08hZmqXQ

CRITERION	RATING	COMMENT
5.3a Aluminium Smelting (management system)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This criterion is not applicable to the Entity's certification scope.

PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE

6.1 Emissions to Air	Minor Non-Conformance	The waste air generated in the operation is collected and treated before discharge. The emission meets the local discharge limit. The Entity has developed and implemented an air emission management plan with actions/controls to mitigate adverse impacts. However, for the company's Annual EHS Monitoring Program, there are omissions in emissions monitoring for the year 2018.
6.2 Discharges to Water	Minor Non-Conformance	Discharges to water is covered and managed within the Environmental management system. The Entity set water reduction targets and establish related plan to minimize adverse impacts. The monitoring report of wastewater in 2018 shows nine major pollutants were monitored, and monitoring results for these nine major pollutants meets the local legal discharge limit. However, the five-day biochemical oxygen demand (BOD5) for wastewater is the main pollutant required for monitoring by drainage permits, but the monitoring of this pollutant is not included in the company's annual monitoring plan.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	An assessment of risk areas of operations where spills and leakage may contaminate air, water and soil is done by following the risk assessment process of environmental management system.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	Assessment and management of spills and leakage is defined in the environmental management system. Major spills and leakages will be handled and communicated by the emergency response team.
6.4a Reporting of Spills (immediate disclosure)	Conformance	Reporting of spill/leakage is defined in Management Procedure of Information Disclosure.

CRITERION	RATING	COMMENT
6.4b Reporting of Spills (regular reporting)	Conformance	The impact assessments of the spill/leakage and remediation actions taken are published in the annual sustainability report. However, no spill/leakage happened in 2017 and 2018.
6.5a Waste management and reporting (strategy)	Conformance	Waste management is covered by the environmental management system. The Entity implemented a waste management strategy according to the waste mitigation hierarchy. The disposal of hazardous waste is compliance with the legal compliance.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity publicly disclose the waste generation and disposals information on https://mp.weixin.qq.com/s/RAB6YfwMCpGnWL LqWAHW8A
6.6a Bauxite Residue (storage construction)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.6c Bauxite Residue (water discharge)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.6e Bauxite Residue (start of the art technologies)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
6.8a Dross (recovery)	Conformance	The Aluminium metal taken from the dross pressing is recycled into the melting furnaces of

CRITERION	RATING	COMMENT
		Granges Aluminium (Shanghai) Co., Ltd. The remaining part is sold to the outside dross processors for further extracting the Aluminium remained, which can be used to produce Aluminium alloying ingots.
6.8b Dross (recycling)	Conformance	The Aluminium metal taken from the dross pressing is recycled into the melting furnaces of Granges Aluminium (Shanghai) Co., Ltd. The remaining part is sold to the outside dross processors for further extracting the Aluminium remained, which can be used to produce Aluminium alloying ingots.
6.8c Dross (review of alternatives)	Conformance	The company reviews the internal dross processing method and dross sales channel on yearly basis. Nothing is landfilled.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The water source is municipal water supply. Usage is tracked and documented. The legal required Permit for Water Discharge into Public Drainage System is granted by the government agency.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted water risk assessments. The water risk assessment considered the Entity's Areas of Influence.
7.2a Water management (management plans)	Not Applicable	There were no identified significant water related risks in the Entity's Area of Influence.
7.2b Water management (monitoring)	Not Applicable	There were no identified significant water related risks in the Entity's Area of Influence.
7.3 Disclosure of water usage and risks	Conformance	The water usage and risks assessment report is published on https://mp.weixin.qq.com/s/ntQGrLpAlh7klRyymnNq9A
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	Biodiversity assessment is included in the Environmental Management System. Granges Aluminium (Shanghai) is not in or close to any protected area. The risk or impact by the operation of Granges Aluminium (Shanghai) on biodiversity is very low. Further information, please see https://mp.weixin.qq.com/s/buwnBo8el3Xv2n-o_6vgrg

CRITERION	RATING	COMMENT
8.2a Biodiversity management (biodiversity action plans)	Not Applicable	There were no identified significant risks and impacts on biodiversity in the Entity's Area of Influence.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Not Applicable	There were no identified significant risks and impacts on biodiversity in the Entity's Area of Influence.
8.2c Biodiversity management (reporting)	Not Applicable	There were no identified significant risks and impacts on biodiversity in the Entity's Area of Influence.
8.3 Alien Species	Conformance	The main carrier medium (pallets which is wood) is processed in a way to avoid the introduction of alien species.
8.4a Commitment to "No Go" in World Heritage properties (exploration and new mines)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
8.4b Commitment to "No Go" in World Heritage properties (existing operations)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This criterion is not applicable to the Entity's certification scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Policy commitment is set up, and communicated to all employees.
9.1b Human Rights Due Diligence (process)	Minor Non-Conformance	Granges Aluminium (Shanghai) Co., Ltd commits to respect Human Rights. The due diligence process is established covering the supply chain. However, one minor non-compliance on due diligence is issued. Sampled time records of 2 randomly security workers show they are in violation of their criteria "One day off per seven days" and "Weekly working hours not exceed 60".
9.1c Human Rights Due Diligence (remediation)	Conformance	Granges Aluminium (Shanghai) Co., Ltd establishes and publishes the complains/grievance channel to stakeholders. No major impact was reported.

CRITERION	RATING	COMMENT
9.2 Women's Rights	Conformance	Women's legal rights and interests are respected. The Entity has identified legal rights for women and implemented control measures to ensure these are met.
9.3 Indigenous Peoples	Not Applicable	Policies and processes to ensure respect for the rights and interests of Indigenous Peoples in established. No indigenous people are involved.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	Policies and processes to ensure respect for the rights and interests of Indigenous Peoples including Free, Prior, and Informed Consent (FPIC) is established. No indigenous people are involved.
9.5 Cultural and sacred heritage	Not Applicable	Polices and procedure to protect cultural and sacred heritage is established, however, no cultural and sacred heritage is involved.
9.6a Resettlements (avoid or minimise)	Not Applicable	Granges Aluminium (Shanghai) Co., Ltd has established procedure on re-settlements. No indigenous people are involved.
9.6b Resettlements (where unavoidable)	Not Applicable	Granges Aluminium (Shanghai) Co., Ltd has established procedure on resettlement. No indigenous people are involved. Resettlement is not required.
9.7a Local Communities (rights and interests)	Conformance	The control measures for the identified impact on local communities are established and implemented. No complaint from the local communities was received.
9.7b Local Communities (impacts)	Conformance	The control measures for the identified impact on local communities are established and implemented. No complaint from the local communities was received.
9.7c Local Communities (livelihoods)	Conformance	Granges Aluminium (Shanghai) Co., Ltd has a close relationship with local communities. Most employees are from local communities. The Entity provides charitable donation to local kindergartens.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity makes a commitment not using conflict minerals, and communicates it through the aluminium value chain.
9.9 Security practice	Conformance	The Entity commits, in its involvement with public and private security providers, to respect Human Rights in line with ASI standards and good practices.

CRITERION	RATING	COMMENT
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	There are laws that restrict Freedom of Association in China. However, the Entity demonstrates they respect the right to Freedom of Association and to Collective Bargaining. There are 5 freely elected trade union committee members including one female employee.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	There are laws that restrict Collective Bargaining in China. Although there are no collective bargaining agreements in the company, the Entity has a policy of respecting rights to Freedom of Association and Collective Bargaining.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Conformance	There are laws that restrict Freedom of Association and Collective Bargaining in China. However, the Entity demonstrates they respect the right to Freedom of Association and to Collective Bargaining. There is a trade union in the company. Committee members of trade union can deal with the workers' concerns with management on behalf of workers.
10.2a Child Labour (minimum age)	Conformance	There is no child labour or young worker in the company.
10.2b Child Labour (hazardous)	Conformance	Child labour is prohibited in China. Young workers are (16 to 18 years) are under special protection by law and not allowed to work in hazardous working conditions.
10.2c Child Labour (worst forms)	Conformance	Child labour is prohibited in China. Granges Aluminium (Shanghai) Co., Ltd commits itself - and expects its suppliers - to comply with the prohibition of child labour.
10.3a Forced Labour (human trafficking)	Conformance	Granges Aluminium (Shanghai) Co., Ltd commits itself - and expects its suppliers - to comply with the prohibition of forced labour, slavery and human trafficking.
10.3b Forced Labour (deposits, fees, advances)	Conformance	Granges Aluminium (Shanghai) Co., Ltd is not involved in forced labour. All employees are hired directly. Workers are not required any form of deposit; recruitment fee or equipment advance.

CRITERION	RATING	COMMENT
10.3c Forced Labour (migrant workers)	Conformance	No foreign migrant workers in Granges Aluminium (Shanghai) Co., Ltd, all workers are Chinese.
10.3d Forced Labour (debt bondage)	Conformance	Granges Aluminium (Shanghai) Co., Ltd is not involved in forced labour, does not provide loan to workers.
10.3e Forced Labour (freedom of movement)	Conformance	Granges Aluminium (Shanghai) Co., Ltd is not involved in forced labour. There is no restriction of workers' movement at the site.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	Granges Aluminium (Shanghai) Co., Ltd is not involved in forced labour. There is no retention of original documents of workers, only copies of original documents are kept in workers' personal files.
10.3g Forced Labour (freedom to terminate employment)	Conformance	Granges Aluminium (Shanghai) Co., Ltd is not involved in forced labour. The time for announced termination of the employment is in compliance with the Labour Contract Law: 30 days in advance or 3 days in the period of probation.
10.4 Non-Discrimination	Conformance	Granges Aluminium (Shanghai) Co., Ltd is committed to non-discrimination. No case of discrimination is received.
10.5 Communication and engagement	Conformance	Direct and frequent communication with the workers and the worker representatives is established.
10.6 Disciplinary practices	Conformance	Granges Aluminium (Shanghai) Co., Ltd respects its employees, disciplinary measures are in compliance with legal requirements and require the confirmation of involved worker.
10.7a Remuneration (living wage)	Conformance	The wage structure is clearly defined, the basic wage meets the legal minimum wage. The total payment meets the workers' basic need.
10.7b Remuneration (method of payment)	Conformance	All payment is documented and timely paid to all workers by bank transfer around 10th of the following month.
10.8 Working Time	Minor Non-Conformance	Working hours are recorded by finger-print scanning attendance system. Working hours are monitored. However, one minor non-compliance is issued for excess monthly overtime hours for 1 sampled worker.

CRITERION	RATING	COMMENT
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	Occupational Health and Safety (OH&S) Policy is implemented, reviewed periodically and communicated with stakeholders.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The health & safety policy is applied to workers and visitors in compliance with the legal requirements and the requirements of OHSAS 18001:2007.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The health & safety policy includes commitment to comply with the legal requirements and other requirements. Systems exist to identify all applicable legal requirements and other requirements and evaluate the compliance status of the applicable requirements.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	Workers are provided the training courses to understand the hazards, OH&S risks and actions determined that are relevant to them and workers know their right to refuse the unsafe work.
11.2 OH&S Management System	Conformance	The Entity has implemented a documented OHSAS 18001:2007 Management system and holds a valid OHSAS 18001:2007 Certificate. The scope of the external certifications covers the entire certification scope.
11.3 Employee engagement on health and safety	Conformance	The Entity has a system of workers' consultation and participation in health & safety. Worker representatives participate at the weekly health and safety meeting periodically. The management responds to the concerns and advices on OH&S issues from workers.
11.4 OH&S performance	Conformance	Health and Safety Targets and improvements are documented in Occupational Health and Safety Program.