
ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

THAI BEVERAGE CAN (THAILAND)

CERTIFICATE
NUMBER

134

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

PROVISIONAL
CERTIFICATION

ASI
ACCREDITED
AUDITOR

TÜV
RHEINLAND
CERT GmbH

DATE OF ISSUE

22 JUNE 2021

DATE OF EXPIRY

21 JUNE 2022

CERTIFIED SINCE

22 JUNE 2021

AUTHORISED BY

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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

Manufacture of aluminium can body and end for
beverage and beer industry.

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Thai Beverage Can Ltd.
ENTITY NAME	Thai Beverage Can (Thailand)
CERTIFICATION SCOPE	Manufacture of aluminium can body and end for beverage and beer industry.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion (Production and Transformation)
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	TÜV Rheinland Cert GmbH
AUDIT DATE	24 - 31 March 2021
AUDIT REPORT SUBMISSION	2 June 2021
AUDIT SCOPE	<p>The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.</p> <p>The supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p> <p>At the time of the Audit (March 2021), access to the site was not possible, due to COVID-19 related travel restrictions. The Audit has been undertaken 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.</p>
AUDIT OUTCOME	Provisional Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.

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- ☑ 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 22 June 2021 - 21 June 2022

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DUE DATE 21 December 2021

CERTIFICATE NUMBER 134

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has identified applicable legal requirements and periodically monitors its compliance status. As at date of audit, all legal requirements are complied with.
1.2 Anti-Corruption	Conformance	The Entity has defined anti-corruption requirements in the Thai Beverage Can Code of Conduct and Employee Manual. There have been no reported incidents related to corruption.
1.3 Code of Conduct	Conformance	The Thai Beverage Can Code of Conduct has been signed by the Chairman in Thai and English languages. It has been communicated to Employees through e-mail, on display in the canteen and during classroom/virtual training. It is available on the company website: http://www.yourtbc.com/en/Documents/Code-of-Conduct-Eng.pdf
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has developed an integrated Policy covering quality, legal compliance, environment and health and safety as part of its Management System framework, as well as the CEO/President message available on company website: http://www.yourtbc.com/en/Pages/asi.aspx
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity's top management (CEO) has endorsed its Policies, provided resources, assigned responsible personnel from various functions to implement and periodically reviews the implementation of its Policies.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated its Policies through training, email, banners and these are also communicated on the company website: http://www.yourtbc.com/en/Pages/asi.aspx
2.2 Leadership	Conformance	The Entity has assigned responsible personnel from various departments, led by senior management, to ensure effective implementation of the ASI Performance Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity's Management System is certified to ISO 14001:2015. The certificate is available on the company website: http://www.yourtbc.com/en/Pages/asi.aspx

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has developed and implemented its Social Management System generally in accordance with Thai labour laws.
2.4 Responsible Sourcing	Conformance	The Entity has developed a Supplier Guidance Principle (SGP) covering aluminium and other direct material suppliers. The SGP has been communicated and acknowledged by Suppliers and is also published on the company website: http://www.yourtbc.com/en/Pages/asi.aspx
2.5 Impact Assessments	Conformance	The Entity has developed internal systems and processes to evaluate environmental, social and governance (ESG) risk as part of project impact assessments.
2.6 Emergency Response Plan	Conformance	The Entity has developed an Emergency Response Plan as per Thai legal requirements, considering all possible emergency scenarios. Periodic emergency drills are conducted to validate the Emergency Response Plan. There have been no emergency situations over the past year. Training on the Emergency Plan and response is conducted for team members and the plan is communicated to internal and external stakeholders.
2.7 Mergers and Acquisitions	Conformance	The Entity has developed due diligence requirements covering environmental, social and governance (ESG) as part of its business conduct covering any future merger and acquisition (M&A). There has been no M&A activity in past years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has developed due diligence requirements covering environmental, social and governance (ESG) as part of its business conduct covering any future closure, decommissioning and divestment decision. There has been no closure, decommissioning and divestment in past years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	Thai Beverage Can Limited's Sustainability Report 2020 is available on the Entity's website: http://www.yourtbc.com/en/Documents/SDReport-Mar30_compressed.pdf The materiality analysis carried out identified the material topics that require attention. The Report discloses sustainability performance information related to governance, environment, labour and CSR projects.

CRITERION	RATING	COMMENT
		The Entity is a group company of BJC and sustainability reporting at group level is available on the BJC website: https://www.bjc.co.th/company
3.2 Non-compliance and liabilities	Conformance	There are no reported non-compliance and liabilities, significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law.
3.3a Payments to governments (legal and contractual)	Conformance	There are no payments to Government except for income tax, contract obligation and social security.
3.3b Payments to governments (disclosure - bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity had developed a procedure addressing stakeholder complaints, grievances and requests. Complaints can be received via a hotline with number available on the website: http://www.yourtbc.com/en/contact/Pages/default.aspx
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity engaged external Life Cycle Assessment (LCA) expert, Mahidol University. The major product size/category was identified for the LCA study and used the Cradle to Gate methodology. The software used included Simopro version 9.1.1.1, ecoinvent 3.7.1 and ReCipe 2016 version 1.04, last updated in 2019 and widely used for LCA study in Thailand and generally in accordance with ISO 14044.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity conducted a Life Cycle Assessment (LCA) of its major product size/category i.e. 0.33L Can Body and Can (complete product) as part of ASI requirements, not required by customer specific request. The study has provided adequate cradle-to-gate LCA information.
4.1c Environmental Life Cycle Assessment (public communication)	Minor Non-Conformance	The Entity's Life Cycle Assessment (LCA) report contains information about approach, methodology and underlying assumptions including system boundaries. However, there is no public communication (e.g. published on the website or in sustainability reports) about LCA information and its underlying assumptions including system boundaries.

CRITERION	RATING	COMMENT
4.2 Product design	Conformance	There is a technology transfer agreement between Ball Corporation (joint venture partner) and the Entity. There is a 3 year road map to improve product efficiency in terms of thinner gauge and using circular economy concepts.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established KPIs/target for the reduction of process scrap. The targets vary from production lines and depend upon product mix and production volumes which are monitored and reported at plant level. All process scrap is collected at the plant level and sent for recycling following instructions for segregation (ordinary and printed scrap) and bailing.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	All process scrap is collected separately in blank aluminium and lacquered aluminium (coloured) as per designated "class", compressed and sent for recycling to foil manufacturers and/or recyclers, such as Anglo Asia which is around 50km from plant locations.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a strategy to work and contribute in a multi-stakeholder initiative within Thailand in order to improve the recycling rate and collection of used beverage cans (UBC). The memorandum of understanding (MoU) of 25th November 2020 consists of government, raw material manufacturers, recycling facility operators and industry associations.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity has engaged with various players including recycling facility operators, corporate brands and community awareness programs with an objective to improve collection and recycling of used beverage cans (UBC) at end of life.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has calculated greenhouse gas emissions (GHG) scope-1 and scope-2 as per applicable formula, global warming potential factors, grid emission factors, etc. GHG data is included and disclosed in the Sustainability Report 2020, in the climate change section, page 15: http://www.yourtbc.com/en/Documents/SDReport-Mar30_compressed.pdf The Entity also monitor the KPI to reduce GHG emissions as kg Co2(e) per 1000 cans produced.
5.2 GHG emissions reductions	Conformance	The Entity has established GHG reduction targets through various measures like energy savings. The

CRITERION	RATING	COMMENT
		<p>emission targets have been disclosed in the Sustainability Report 2020, page 16: http://www.yourtbc.com/en/Documents/SDReport-Mar30_compressed.pdf</p> <p>The basic unit of comparing reduction is GHG emissions per 1000 cans produced.</p>
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	Conformance	The Entity has identified emission points/stacks which are periodically checked as per applicable Thai Laws BE 2549 using an accredited laboratory. One measure implemented to reduce emissions includes replacement of combustion burners by high efficiency burners in ovens.
6.2 Discharges to Water	Conformance	The Entity has installed flow meters to measure discharges to water, including total waste water discharge after primary treatment to the industrial estate authority (government) operated common effluent treatment plan. Discharged waste water is checked for characteristics such as biological and chemical oxygen demand.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has completed a spills and leakage risk assessment as defined in relevant procedures and work instructions.
6.3b Assessment and Management of Spills and Leakage (management)	Unable to Rate	<p>The Entity has trained its employees and assigned responsibilities for effective management of spills and leakage. Periodic mock drills are conducted to check conformance with the Emergency Response Plan.</p> <p>Whilst records relating to spills management were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has developed an Emergency Plan and supporting risk assessment, work instruction to implement and for immediate disclosure of spills.

CRITERION	RATING	COMMENT
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity has developed a procedure and internal processes to review and regularly report spills and leakages.
6.5a Waste management and reporting (strategy)	Unable to Rate	The Entity has developed a procedure defining the strategy on waste management (hazardous, non-hazardous) in accordance with the waste mitigation hierarchy and applicable Thai laws. Whilst records relating to the waste management were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity has disclosed details on waste management and amount of waste generated in the Sustainability Report 2020, in the waste management section, page 22: http://www.yourtbc.com/en/Documents/SDReport-Mar30_compressed.pdf
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 (state 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.

CRITERION	RATING	COMMENT
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)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8b Dross (recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8c Dross (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

PRINCIPLE 7 WATER STEWARDSHIP

7.1a Water assessment (mapping)	Conformance	The Entity has undertaken water stress index mapping based on national standards as well as water input-output quantity for each major usage/manufacturing process. The water intake is 100% from the Industrial Estate Authority and is surface water.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted a water related risk assessment (risk level: medium) both at plant process level and at geography level (water stress index).
7.2a Water management (management plans)	Conformance	The Entity has developed a Water Management Plan, guiding procedures and reduction targets. Management measures such as water reuse in production processes are underway.
7.2b Water management (monitoring)	Unable to Rate	The Entity has implemented water saving measures in line with the Water Management Plan. Whilst records relating to water management were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
7.3 Disclosure of water usage and risks	Conformance	The Entity has communicated its water management information including withdrawal quantity, discharge quantity and water saving measures in the Sustainability Report 2020, in the water management section, page 19: http://www.yourtbc.com/en/Documents/SDReport-Mar30_compressed.pdf

PRINCIPLE 8 BIODIVERSITY

8.1 Biodiversity assessment	Conformance	The Entity has conducted a risk assessment covering risk level, possible impact on biodiversity
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CRITERION	RATING	COMMENT
		from its land use and business activities including emissions, VOC, noise pollution, waste water discharge, tree plantation.
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Entity has established control measures to minimize impact on biodiversity from its land use and business activities. The measures include tree plantations, efficient use of water, discharge of water water after primary treatment and containing noise pollution.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity has engaged stakeholders including employees, community and the Industrial Park Authority while conducting biodiversity risk assessment and developing action plans.
8.2c Biodiversity management (reporting)	Minor Non-Conformance	The Entity has not made the outcomes from the biodiversity measures taken publicly available.
8.3 Alien Species	Conformance	The Entity has conducted a risk assessment for Alien Species. The measures identified and implemented include wooden pallets are certified to comply with International Plant Protection Convention (IPPC) to prevent and control the introduction and spread of pests of plants and plant products, and incoming inspection and Certificate of Analysis.
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 mines)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has established a Human Rights commitment which is described in Thai Beverage Can Code of Conduct.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has identified the process, responsibility and action required to uphold the Human Rights commitment in day-to-day business activities.

CRITERION	RATING	COMMENT
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has identified and implemented remedial measures as defined in its risk assessment. The employees have been trained at the time of hiring and periodically. There is a grievance handling process and a hotline number is available on the website: http://www.yourtbc.com/en/contact/Pages/default.aspx
9.2 Women's Rights	Conformance	The Entity has addressed Women's Rights such as lifting load, as per Thai labour laws (revision 7, BE 2562) in its procedures. There is periodic capacity building and training provided to address Women's Rights and to support meaningful participation in consultations, decision making and benefits sharing.
9.3 Indigenous Peoples	Not Applicable	There is no presence of Indigenous Peoples or their lands used for setting up a factory or industrial park.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	There is no presence of Indigenous Peoples or their lands used for setting up a factory or industrial park.
9.5 Cultural and sacred heritage	Not Applicable	There is no sacred or cultural heritage sites and values within the Entity's area of influence.
9.6a Resettlements (avoid or minimise)	Not Applicable	The Entity's activity does not result into any physical and/or economic displacement.
9.6b Resettlements (where unavoidable)	Not Applicable	The Entity's activity does not result into any physical and/or economic displacement so there is no need for a resettlement plan.
9.7a Local Communities (rights and interests)	Conformance	The Entity runs corporate social responsibility (CSR) projects with community participation, available on website. A hotline number is available on the Entity's website. The company representative proactively consults community leaders from time to time to better understand and try to meet their expectations.
9.7b Local Communities (impacts)	Unable to Rate	The Entity has assessed impact on the local community and developed corporate social responsibility (CSR) projects to improve their living conditions, livelihood etc. Whilst records relating to the Local Communities impact were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine

CRITERION	RATING	COMMENT
		performance was not possible. This Criterion will be fully assessed during the next on-site audit.
9.7c Local Communities (livelihoods)	Unable to Rate	The Entity has developed and implemented corporate social responsibility (CSR) projects, procedures to address Local Communities interests, and many employees belong to local communities thus supporting their livelihood. Whilst records relating to the Local Community livelihoods were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has defined a Sourcing Policy and developed supplier guiding principles which address the requirement for Conflict-Affected and High-Risk Areas.
9.9 Security practice	Unable to Rate	The Entity outsources security guards from an external agency. A human rights risk assessment was conducted and mitigation measures were identified and followed. Whilst records relating to the local community livelihood were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Unable to Rate	The Entity has defined its commitment toward respecting Freedom of Association (FoA) of its employees. A Welfare Committee is established as per Thai Laws. There is no trade union and any restriction on FoA is as per national law. The Welfare Committee consists of representative from each department and management representatives. Whilst records relating to the Freedom of Association were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.

CRITERION	RATING	COMMENT
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Unable to Rate	The Entity has defined its commitment toward respecting rights of collective bargaining of its employees, outlined in the Good Governance Code of Conduct (Clause 11.2). Whilst records relating to the collective bargaining were reviewed and assessed to being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	Thailand Law does not restrict the right to freedom of association and collective bargaining, so the Entity is not required to have alternative means.
10.2a Child Labour (minimum age)	Unable to Rate	The Entity has defined its commitment to neither use nor support the use of child labour, defined in the Thai Beverage Can Code of Conduct. Whilst records relating to the child labour were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.2b Child Labour (hazardous)	Unable to Rate	The Entity has defined its commitment to neither use nor support the use of hazardous child labour, defined in the Thai Beverage Can Code of Conduct. Whilst records relating to hazardous child labour were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.2c Child Labour (worst forms)	Unable to Rate	The Entity has defined its commitment to neither use nor support the use of the worst forms of child labour, defined in the Thai Beverage Can Code of Conduct. Whilst records relating to the worst forms of child labour were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.3a Forced Labour (human trafficking)	Unable to Rate	The Entity has made a commitment to neither use nor support the use of forced labour (human trafficking) directly or indirectly, defined in the Thai Beverage Can Code of Conduct. The related risks

CRITERION	RATING	COMMENT
		<p>have been assessed and control measures defined and implemented through standard operating procedures.</p> <p>Whilst records relating to forced labour (human trafficking) were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.3b Forced Labour (deposits, fees, advances)	Unable to Rate	<p>The Entity has made a commitment to prohibit use and support of forced labour through means of demanding deposits, original certificates, recruitment fees or advance payment directly or indirectly, as defined in the Thai Beverage Can Code of Conduct. The related risks have been assessed and control measures defined and implemented through standard operating procedures.</p> <p>Whilst records relating to forced labour (deposit, recruitment fee, advance payment) were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.3c Forced Labour (migrant workers)	Unable to Rate	<p>The Entity has made a commitment to prohibit use and support of forced labour by asking migrant workers to lodge a deposit or security payment or demand original certificates, recruitment fees or advance payment directly or indirectly, defined in the Thai Beverage Can Code of Conduct. There are no foreign migrant workers employed in the company presently.</p> <p>Whilst records relating to forced labour (migrant workers) were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.3d Forced Labour (debt bondage)	Unable to Rate	<p>The Entity has made a commitment to prohibit use and support of forced labour through means of any debt bondage directly or indirectly, defined in the Thai Beverage Can Code of Conduct.</p> <p>Whilst records relating to forced labour and the practice of debt bondage were reviewed and assessed as being up to date and in conformance</p>

CRITERION	RATING	COMMENT
		with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.3e Forced Labour (freedom of movement)	Unable to Rate	The Entity has made a commitment to not restrict employees' movement in the workplace, as defined in the Thai Beverage Can Code of Conduct. Whilst records relating to forced labour (freedom of movement of workers) at the workplace were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Unable to Rate	The Entity has made a commitment to prohibit use and support of forced labour through any practice of retaining original documents (including training certificates or travel documents), as defined in the Thai Beverage Can Code of Conduct. Whilst records relating to forced labour (retention of identity papers, permits, certificates) were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.3g Forced Labour (freedom to terminate employment)	Unable to Rate	The Entity has made a commitment to prohibit use and support of forced labour through any means to deny workers the freedom to terminate their employment contract at any time without penalty, given notice as per contract, as defined in the Thai Beverage Can Code of Conduct. Whilst records relating to the Forced labour (freedom to terminate contract) were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.4 Non-Discrimination	Unable to Rate	The Entity has made a commitment towards non-discrimination, as defined in the Thai Beverage Can Code of Conduct. The related risks have been assessed and control measures are defined and implemented through standard operating procedures. Whilst records relating to non-discrimination were reviewed and assessed as being up to date and in

CRITERION	RATING	COMMENT
		conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.
10.5 Communication and engagement	Unable to Rate	<p>The Entity employs multiple ways to communicate and engage with workers.</p> <p>Whilst records relating to the communication and engagement with Workers were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.6 Disciplinary practices	Unable to Rate	<p>The Entity documents its disciplinary policy through the Rules of Conduct, which is applicable to all Employees. Each Employee is trained on the Rules of Conduct during orientation/induction and provided with a printed copy.</p> <p>Whilst records relating the disciplinary practices were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.7a Remuneration (living wage)	Unable to Rate	<p>A salary survey was conducted in 2019 by an external research agency and included benchmarking within the packaging sector. The Entity has conducted a salary survey to estimate the living wage, as per international approach, with the minimum living wage at TBH 350 per day.</p> <p>Whilst records related to the living wage were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
10.7b Remuneration (method of payment)	Unable to Rate	<p>The Entity documents its remuneration policy through the Rule of Conduct, applicable to all Employees. The Entity pays wages via bank transfer in accordance with Thai laws.</p> <p>Whilst records relating to the payment of wages were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>

CRITERION	RATING	COMMENT
10.8 Working Time	Unable to Rate	<p>The working hours are recorded electronically for all Employees. It is reviewed and compiled by Human Resources (People Development) for wage/salary development. The overtime working hours are recorded.</p> <p>Whilst records relating to the working time were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy, which was developed and signed by the Entity's President and is available in Thai and English languages. Training on the Policy is provided during orientation and periodical training.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy, which was developed and signed by the Entity's President. It covers all Employees and visitors present at the premises and all business activities. The visitor safety instructions are developed and implemented.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy, which was developed and signed by the Entity's President. It provides commitment to comply with applicable laws on Worker's health and safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy, which was developed and signed by the Entity's President. It provides management commitment and basis for the Worker's right to understand the hazards and safe practices for their work, and the authority to refuse or stop unsafe work. Training is provided during orientation and periodical training.
11.2 OH&S Management System	Conformance	The Entity's Management System is certified to ISO 45001:2018, valid to July 2022. The certification scope is for the Manufacture of Aluminium Can and End for Beverage and Beer Industry. The certificate is available on the company website: http://www.yourtbc.com/en/Pages/asi.aspx
11.3 Employee engagement on health and safety	Unable to Rate	The Entity has implemented measures to proactively engage Workers on health and safety

CRITERION	RATING	COMMENT
		<p>topics via training and Safety Committee meetings. The Safety Committee meets every month and includes participation from Workers and management. The Entity has a dedicated and qualified Safety Officer and support team to effectively implement its OHS Management System in accordance with ISO 45001:2018. The COVID-19 related risk and control measures have been incorporated and communicated to all employees and visitors.</p> <p>Whilst records relating to employee engagement on health and safety were reviewed and assessed as being up to date and in conformance with the ASI Performance Standard, a physical assessment to determine performance was not possible. This Criterion will be fully assessed during the next on-site audit.</p>
11.4 OH&S performance	Conformance	The Entity has established OH&S performance indicators such as number of first aid cases, number of medical treatments, lost time ratio and lost time injury ratio. It is the Safety Officer's responsibility to update data on a monthly basis.

Document Control and Version History

Revision	Date	Notes
0	22 June 2021	Initial Certification Audit (Provisional Certification)