
ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

HENAN ZHONGFU HIGH PRECISION ALUMINIUM PRODUCTS CO., LTD

CERTIFICATE
NUMBER

123

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI
ACCREDITED
AUDITOR

SGS-CSTC
STANDARDS
TECHNICAL
SERVICES

DATE OF ISSUE

1 APRIL 2021

DATE OF EXPIRY

31 MARCH 2024

CERTIFIED SINCE

1 APRIL 2021

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', written over a horizontal line.

Aluminium Stewardship Initiative Ltd
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CERTIFICATION SCOPE

A high end aluminium product manufacturer including casting, hot rolling, cold rolling, finishing and packaging process, which is located in Yulian Industrial Park, Zhanjie Town, Gongyi City, Henan Province, China.

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	Henan Zhongfu High Precision Aluminium Products Co., Ltd
ENTITY NAME	Henan Zhongfu High Precision Aluminium Products Co., Ltd
CERTIFICATION SCOPE	A high end aluminium product manufacturer including casting, hot rolling, cold rolling, finishing and packaging process, which is located in Yulian Industrial Park, Zhanjie Town, Gongyi City, Henan Province, China.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion (Production and Transformation)
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">Certification Audit
AUDIT FIRM	SGS-CSTC Standards Technical Services
AUDIT DATE	<ul style="list-style-type: none">21 – 23 January 2021
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">26 February 2021
AUDIT SCOPE	<p>The audit scope included the manufacturing of aluminium products at the Henan Zhongfu High Precision Aluminium Products facility, located in Gongyi City, Henan Province, China.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification

AUDIT
METHODOLOGY
DECLARATION

The Auditors confirm that:

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

CERTIFICATION
PERIOD

1 April 2021 – 31 March 2024

NEXT AUDIT
TYPE

Surveillance Audit

NEXT AUDIT
DUE DATE

31 March 2022

CERTIFICATE
NUMBER

123

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established a management system to maintain awareness of and ensure compliance with Applicable Law.
1.2 Anti-Corruption	Conformance	The Entity has established the following corrective actions to against corruption: 1. All middle and senior managers are evaluated each year, including corruption requirements. 2. The Entity has established a corruption reporting hotline (0571-64569009). 3. General manager communications.
1.3 Code of Conduct	Conformance	The Entity has implemented a Code of Conduct including principles relevant to environmental, social and governance performance.
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Environmental, Social, and Governance (ESG) policy has established and implemented. The Entity has maintained the documented information about policies, which addresses environmental, EHS, ASI performance and energy.
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The General Manager has approved each of the Policies and has offered support for each.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Environmental, Social, and Governance documented policy was issued in the management system. It is published at: http://www.zfsy.com.cn/uploadFiles/files/20210125080001.pdf
2.2 Leadership	Conformance	The Entity has nominated a senior management representative as having overall responsibility and authority for ensuring conformance with the requirements of this Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has developed and implemented an integrated management system. The Entity has obtained ISO 14001:2015 certificate.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has developed and implement an integrated management system. For example, the Entity has obtained the ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 certificate.

CRITERION	RATING	COMMENT
		A documented social management system is also maintained.
2.4 Responsible Sourcing	Conformance	The Entity has implemented a responsible sourcing Policy covering environmental, social and governance issues. The documented policy can be found as below: http://www.zfsy.com.cn/uploadFiles/files/20210125080001.pdf
2.5 Impact Assessments	Conformance	The Entity conducted environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis, for new projects or major changes to existing facilities as local laws requirements. Reference report: Environmental Impact Assessment Report for Annual Production of 500,000 tonnes of Electrolytic Aluminium Project (Issued on September 2019).
2.6 Emergency Response Plan	Conformance	The Entity has developed site specific emergency response plans, and the emergency response plans were registered at the local authority.
2.7 Mergers and Acquisitions	Conformance	The Entity has established a procedure for the review of environmental, social and governance issues in the Due Diligence process for mergers and acquisitions. Up until now, no mergers and acquisitions have occurred.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has established a procedure for review environmental, social and governance issues in the planning process for Closure, Decommissioning and Divestment. Up until now, no Closure, Decommissioning and Divestment has occurred.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity has publicly disclosed its governance approach and its material environmental, social and economic impacts in the official website as below: http://www.zfsy.com.cn/uploadFiles/files/20210120154121.pdf
3.2 Non-compliance and liabilities	Conformance	No significant fines, judgements, penalties and non-monetary sanctions for failure to comply with Applicable law were happened. The self-declaration is on the official website as below: http://www.zfsy.com.cn/uploadFiles/files/20210120153335.pdf

CRITERION	RATING	COMMENT
3.3a Payments to governments (legal and contractual)	Conformance	The Entity has made on its behalf, payments to Governments on a legal and/or contractual basis.
3.3b Payments to governments (disclosure - bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity has implemented accessible, transparent, understandable and culturally complaints resolution mechanisms, adequate to address stakeholder complaints, grievances and requests for information relating to its operations.

PRINCIPLE 4 MATERIAL STEWARDSHIP

4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The environmental life cycle assessment for aluminium foil products has been conducted and documented.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The environmental life cycle Assessment report can be provided via external communication channels as required. There have been no requests to date.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The environmental life cycle assessment report is published on the Member's official website. For more detailed information, please see: http://www.zfsy.com.cn/environment/1558.html
4.2 Product design	Conformance	Following the product development process, the environmental impacts are taken into consideration. The Entity has established and implemented a products design procedure (Q/G-05-JSZ- and has established objectives in the Entity's 2020 KPI Sheet for the product development process.
4.3a Aluminium Process Scrap (targets)	Conformance	The process scrap utilization rate is 100%.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	As per the result of risk analysis, the process scrap in the site does not need separation for recycling.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity communicates with its main customer to discuss how to improve the recycling rate of products at their end of life.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	As there is no consolidated local, regional or national collection and recycling systems for aluminium scrap in China, the Entity is working with the customer to decide how to improve the recycling rate of products at end of life.

PRINCIPLE 5 GREENHOUSE GAS EMISSIONS

CRITERION	RATING	COMMENT
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has accounted for and publicly disclosed material GHG emissions and energy use by source on an annual basis on its official website. http://www.zfsy.com.cn/uploadFiles/files/20210107155212.pdf
5.2 GHG emissions reductions	Conformance	The Entity has published time-bound GHG emissions reductions targets (to 2025 year, GHG emissions reductions to 1.1T CO2 e/t). This information can be found here: http://www.zfsy.com.cn/uploadFiles/files/20210107155212.pdf
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 quantified and reported emissions to air that have adverse effects on humans or the environmental, the report can be found as below: http://www.zfsy.com.cn/uploadFiles/files/20210122181921.pdf The Entity has installed waste gas treatment facilities to minimise any adverse impacts.
6.2 Discharges to Water	Conformance	The Entity has quantified and reported discharges to water that have adverse effects on humans or the environmental, the report can be found as below: http://www.zfsy.com.cn/uploadFiles/files/20210122181921.pdf The Entity has installed water treatment facilities to minimise any adverse impacts.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has conducted an assessment of major risk areas of operations where spills and leakage may contaminate air, water and/or oil. The report can be found as below: http://www.zfsy.com.cn/uploadFiles/files/20210107155232.pdf
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has established the "Emergency Response Plan to Environmental Incident" procedure to detect and prevent these spills and Leakage.

CRITERION	RATING	COMMENT
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity will disclose to affected parties (in particular to the local authority) the volume, type and potential impact of significant spills immediately after an incident according to local laws requirements. To date, no spills have occurred. The self-declaration can be found here: http://www.zfsy.com.cn/uploadFiles/files/20210107155232.pdf
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity will publicly disclose impact assessments of the spills and remediation actions taken, and report publicly on an annual basis. To date, no spills have occurred. The self-declaration can be found here: http://www.zfsy.com.cn/uploadFiles/files/20210107155232.pdf
6.5a Waste management and reporting (strategy)	Conformance	The Entity implemented a Waste Management Strategy that is designed in accordance with the Waste Mitigation Hierarchy, which included the hazard waste were transferred to qualified suppliers to treatment and/or the reuse of some waste such as wood packing materials.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity publicly disclose the quantity of hazardous and non-hazardous waste generated by the Entity, and associated waste disposal methods as below: http://www.zfsy.com.cn/uploadFiles/files/20210107155039.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.

CRITERION	RATING	COMMENT
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 Entity has implemented a process to maximise the recovery of Aluminium by Dross and Dross residues. 1. On-site verification that the Dross were transferred to single ovens to re-melting. 2. The Dross from single ovens were sold to another plant for re-melting. 3. The final Dross residues are transferred to a cement plant.
6.8b Dross (recycling)	Conformance	The Entity maximises the recycling of treated Dross residues, the Dross were transferred to single ovens to re-melting. Then the Dross from single ovens were sold to other plant to re-melting.
6.8c Dross (review of alternatives)	Conformance	The final Dross residues are transferred to a cement plant.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has determined that the water source is supplied by the municipal water supply company, from the Huanhe River. The Entity has mapped the water use in the water balance report.
7.1b Water assessment (risk assessment)	Conformance	The Entity has assessed water-related risks in watersheds in the Entity's Area of Influence. The report could be found as below. The report can be found as below: http://www.zfsy.com.cn/uploadFiles/files/20210107155138.pdf
7.2a Water management (management plans)	Conformance	The Entity has publicised the information of water withdrawal and use and disclose material water-related risks in its official website: http://www.zfsy.com.cn/uploadFiles/files/20210107155138.pdf

CRITERION	RATING	COMMENT
		Although the water-related risks are low, the Entity has monitored the water quality each year. Test results of waste water are presented here: http://www.zfsy.com.cn/uploadFiles/files/20210122181921.pdf
7.2b Water management (monitoring)	Conformance	The Entity has publicised the information of water withdrawal and use and disclose material water-related risks in its official website: http://www.zfsy.com.cn/uploadFiles/files/20210107155138.pdf Although the water-related risks are low, the Entity has monitored the water quality each year. Test results of waste water are presented here: http://www.zfsy.com.cn/uploadFiles/files/20210122181921.pdf
7.3 Disclosure of water usage and risks	Conformance	The Entity has publicised the information of water withdrawal and use and disclose material water-related risks in its official website: http://www.zfsy.com.cn/uploadFiles/files/20210107155138.pdf
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity has assessed the risk and materiality of the impacts on biodiversity from the land use and activities in the Entity's Area of influence. The evaluation result showed the risk as low.
8.2a Biodiversity management (biodiversity action plans)	Conformance	The current environmental impact evaluation report issued by "Shangxi Qingzhe Yangguan Environmental Protect Co.,Ltd." showed that the Entity is located in the Yulian Industrial Park, Zhanjie Town, Gongyi City, Henan Province, P.R. China. This area was developed by the Local Government, and it was not located in the farmland, constructive expansion restricted zone and constructive expansion prohibited zone (ecological preservation area).
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The current environmental impact evaluation report issued by "Shangxi Qingzhe Yangguan Environmental Protect Co.,Ltd." showed that the Entity is located in the Yulian Industrial Park, Zhanjie Town, Gongyi City, Henan Province, P.R. China. This area was developed by the Local Government, and it was not located in the farmland, constructive expansion restricted zone and constructive expansion prohibited zone (ecological preservation area).

CRITERION	RATING	COMMENT
8.2c Biodiversity management (reporting)	Conformance	The current environmental impact evaluation report issued by "Shangxi Qingzhe Yangguan Environmental Protect Co.,Ltd." showed that the Entity is located in the Yulian Industrial Park, Zhanjie Town, Gongyi City, Henan Province, P.R. China. This area was developed by the Local Government, and it was not located in the farmland, constructive expansion restricted zone and constructive expansion prohibited zone (ecological preservation area).
8.3 Alien Species	Conformance	The Entity proactively prevents the accidental or deliberate introduction of Alien Species that could have significant adverse impacts on biodiversity.
8.4a Commitment to "No Go" in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.4b Commitment to "No Go" in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has established a Human Rights policy, which includes a policy commitment to respect Human Rights. The Policies are available for internal and external stakeholders by training, publishing on the Entity website and posts on-site. More detailed information, please see: http://www.zfsy.com.cn/gjlnews/1567.html
9.1b Human Rights Due Diligence (process)	Minor Non-Conformance	The Entity commits to respect Human Rights and aims to extend this commitment in the supply chain. The Human Rights due diligence process is established covering the supply chain. A minor non-conformance is raised on human rights due diligence process to suppliers as a sample of assessments determined that some suppliers have not completed the Human Rights due diligence assessment.
9.1c Human Rights Due Diligence (remediation)	Conformance	The procedure "Human Rights Due Diligence Procedure" has defined the complaints/grievance mechanism for stakeholders and the remediation action.

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		Currently, no remedial actions are required.
9.2 Women's Rights	Conformance	Women's rights and interests are respected. The Entity has identified legal rights for women and implemented control measures to ensure these are met. The procedure "Women's Rights Control Procedure" has defined the processes for the Entity to protect women's rights.
9.3 Indigenous Peoples	Conformance	The Entity respects for the rights and interests of Indigenous Peoples. There are no Indigenous Peoples in this area.
9.4 Free, Prior, and Informed Consent (FPIC)	Conformance	The Entity is located in an industrial park which has been planned and constructed by the Local Government. There are no new projects or major changes to existing projects proposed.
9.5 Cultural and sacred heritage	Conformance	The Entity has committed to protect cultural and sacred heritage. The Entity is located in an industrial park which has been planned and constructed by Local Government. There are no cultural and sacred heritage issues present at the industrial park.
9.6a Resettlements (avoid or minimise)	Conformance	The Resettlements Management Procedure has been established. The Entity is located in an industrial park which has been planned and constructed by Local Government. There was no resettlement required, nor is any expected in future.
9.6b Resettlements (where unavoidable)	Conformance	The Resettlements Management Procedure has been established. The Entity is located in an industrial park which has been planned and constructed by Local Government, There was no resettlement required, nor is any expected in future.
9.7a Local Communities (rights and interests)	Conformance	The Entity has made a commitment to respect the rights and interests of Local Communities. No complaints from Local Communities have been received to date.
9.7b Local Communities (impacts)	Conformance	The Entity is located in an industrial park which has been planned and constructed by Local Government. No complaints from local communities were received. The procedure "Communication with Local Communities Procedure" has defined how to prevent and address any adverse impacts on local Community livelihoods resulting from its activities.
9.7c Local Communities (livelihoods)	Conformance	The Entity has committed to explore with Local Communities any opportunities to respect and support their livelihoods. For example, the Entity

CRITERION	RATING	COMMENT
		employs people from local communities and prevents adverse impacts to their livelihoods. Most of the employees are from Gongyi City. The Entity recruited 187 villagers (from Local Communities).
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity's business or purchasing is not affected by Conflict-Affected and High-Risk Areas. The procedure "Management procedure of Conflict-Affected and High-Risk Areas" defines that the Entity has surveyed the related parties. The Entity's business or purchasing are in China. It is not a conflict-affected area.
9.9 Security practice	Conformance	The Entity has implemented security practices that respect Human Rights. The Entity has established a security practice management procedure. This procedure requires security providers to respect Human Rights. All security guards have been trained in Human Rights requirements. To date, no security-related Human rights violations have occurred.
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 commits itself to respect workers' rights. Association for Workers was established in accordance to the legal requirement.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	There are laws that restrict Collective Bargaining in China. However, the Entity has a Special collective bargaining contract for wages in 2020 covering all employees. The Employee representative approved the contract, and this was also reviewed and registered with the associated Government agency.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Conformance	Workers' representatives can represent Workers' concerns with management on behalf of Workers.
10.2a Child Labour (minimum age)	Conformance	There is no Child labour or young Workers in the Entity.
10.2b Child Labour (hazardous)	Conformance	Child Labour is prohibited in China. Young Workers (16 to 18 years) are under special protection by law and not allowed to work in hazardous working conditions. There is no Child Labour or young Workers in the Entity. The procedure "Child Labour management procedure" and employees' handbook have both defined prohibition of child labour. The Entity doesn't use child labour below 16 years old. And doesn't

CRITERION	RATING	COMMENT
		arrange young workers (under 18) undertake dangerous or harmful work, not work overtime.
10.2c Child Labour (worst forms)	Conformance	Child labour is prohibited in China. No workers under 18 were found in the Entity. The procedure "Child Labour management procedure" and employees' handbook have both defined prohibition of child labour. The Entity doesn't use child labour below 16 years old. And doesn't arrange young workers (under 18) undertake dangerous or harmful work, not work overtime.
10.3a Forced Labour (human trafficking)	Conformance	The Entity commits itself to comply with the prohibition of Forced Labour, slavery and human trafficking.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity is not involved in Forced Labour. All Employees are hired directly. Workers are not required any form of deposit; recruitment fee or equipment advance.
10.3c Forced Labour (migrant workers)	Conformance	No Workers are required to lodge deposits or security payments at any time.
10.3d Forced Labour (debt bondage)	Conformance	The Entity is not involved in Forced Labour, and does not provide any type of loan to workers.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity is not involved in Forced Labour. There is no restriction of workers' movement at site.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity 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	The Workers in the Entity can terminate the employment with a specific notice period in advance without any penalty. The time for announced termination of the employment is in compliance with the Labour Contract Law.
10.4 Non-Discrimination	Conformance	The Entity is committed to non-discrimination. No case of discrimination has been recorded.
10.5 Communication and engagement	Conformance	The Entity direct and frequent communication with the workers and the worker representatives is established.
10.6 Disciplinary practices	Conformance	The Entity respects its employees and disciplinary measures are in compliance with legal requirements and require the confirmation of any Workers involved.

CRITERION	RATING	COMMENT
10.7a Remuneration (living wage)	Conformance	The wage structure is clearly defined and the basic wage is above the legal minimum wage. The total payment meets the Workers' basic needs; all workers are enrolled in the mandatory social insurance scheme.
10.7b Remuneration (method of payment)	Minor Non-Conformance	All payments are documented and paid on time to all Workers by bank transfer on the 25 th of every month. However, one minor non-conformance was noted where remuneration from June to December in 2020 were not paid on time.
10.8 Working Time	Minor Non-Conformance	The working hours are recorded by proximity card. Working hours are monitored and are in compliance with Chinese Labour Law. However, one minor non-conformance was noted where during June to December 2020 some employees overtime exceeded Chinese Labour Law requirements.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained an ISO 45001:2018 certificate. The documented Occupational Health and Safety policy was approved by General Manager.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained an ISO 45001:2018 certificate.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained the ISO 45001:2018 certificate. The documented policy met requirements.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained the ISO 45001:2018 certificate. The documented policy states that Workers have the right to understand the hazards and safe practices for their work, and the authority to refuse or stop unsafe work
11.2 OH&S Management System	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained the ISO 45001:2018 certificate. The Entity has documented Occupational Health and Safety Management System that is conformant with applicable ISO 45001:2018.

CRITERION	RATING	COMMENT
11.3 Employee engagement on health and safety	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained the ISO 45001:2018 certificate. The Entity has provided Workers with a mechanism to raise, discuss and participate in the resolution of Occupational Health and Safety issues with management.
11.4 OH&S performance	Conformance	The Entity has established an Occupational Health and Safety Management System and obtained the ISO 45001:2018 certificate. The Entity has established the indicators to monitor and evaluate its Occupational Health and Safety performance.

Document Control and Version History

Revision	Date	Notes
0	1 April 2021	Initial Certification Audit (Full Certification)