
ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

**BALL BEVERAGE
PACKAGING INDIA
PVT. LTD (TALOJA)**

CERTIFICATE
NUMBER

171

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI
ACCREDITED
AUDITOR

TÜV
RHEINLAND
CERT GmbH

DATE OF ISSUE

10 JANUARY 2022

DATE OF EXPIRY

9 JANUARY 2025

CERTIFIED SINCE

10 JANUARY 2022

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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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 and supply of Aluminium Beverage
Can Bodies and procurement and supply of
Beverage Can Ends at Taloja facility (India).

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Ball Corporation
ENTITY NAME	Ball Beverage Packaging India Pvt. Ltd (Taloja)
CERTIFICATION SCOPE	Manufacture and supply of Aluminium Beverage Can Bodies and procurement and supply of Beverage Can Ends at Taloja facility (India).
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	<ul style="list-style-type: none">• 12 July – 16 July 2021
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 21 December 2021
AUDIT SCOPE	<p>The audit scope includes the manufacture and supply of Aluminium Beverage Can Bodies and procurement and supply of Beverage Can Ends at Taloja facility (India).</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>
AUDIT OUTCOME	<ul style="list-style-type: none">• 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.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.

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- 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 10 January 2022 – 9 January 2025

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DUE DATE 9 January 2023

CERTIFICATE NUMBER 171

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has identified and complies with all applicable legal requirements.
1.2 Anti-Corruption	Conformance	The Entity has a defined Business Ethics Code of Conduct which covers Anti-Corruption topics. https://www.ball.com/our-company/code-of-conduct
1.3 Code of Conduct	Conformance	The Entity has a defined Business Ethics Code of Conduct. https://www.ball.com/our-company/code-of-conduct
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has developed Policies and integrated them in an integrated Management Manual.
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The responsible management personnel have been designated at both a plant and regional level. These personnel provide the required resources and periodically review the Policies.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Policies are communicated both internally to employees and externally on demand of interested parties. Abstracts of Policies are also available on the corporate website: https://www.ball.com/sustainability/our-approach/sustainability-governance
2.2 Leadership	Conformance	The Entity senior management has provided a written commitment, which is reflected through the signing of Policies, implementation status and resource availability.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has implemented a management system which is ISO 14001:2015 certified (valid until 12 January 2024). The Entity has also implemented a basic Social Management System and underwent periodical social audits (for example: SMETA-4 Pillar).
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has implemented a basic Social Management System and underwent social audits, (for example: SMETA-4 Pillar). The last audit was undertaken in December 2020.
2.4 Responsible Sourcing	Conformance	The "Supplier Guiding Principle" has been approved by senior management and been communicated to suppliers for their commitment .The Entity has a

CRITERION	RATING	COMMENT
		Responsible Sourcing Policy and commitment valid until 2030 which is available on their website: https://www.ball.com/sustainability/product-stewardship
2.5 Impact Assessments	Conformance	There is a practice for impact evaluation called AFE: (Authorization For Expenditure) - a global internal system/process which includes impacts on sustainability performance. It was verified that new projects followed this practice.
2.6 Emergency Response Plan	Conformance	The Entity has developed a site specific Emergency Response Plan which includes an emergency organization structure for office hours as well as after office hours and covers all possible emergency scenarios.
2.7 Mergers and Acquisitions	Conformance	The Entity has developed Standard Operating Procedures (SOP's) for Merger and Acquisition activities to review environmental, social and governance issues in the Due Diligence process for Mergers and Acquisitions.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has developed SOPs for environmental, social and governance issues in the planning process for closure, decommissioning and divestment.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity discloses its sustainability performance via Ball Corporation's global Sustainability Report, which has been prepared in accordance with the Global Reporting Initiative (GRI) reporting guidelines: https://www.ball.com/sustainability/sustainability-reporting/downloads
3.2 Non-compliance and liabilities	Conformance	There have been no Non-Compliance or liabilities reported. There is provision to disclose any Non-Compliance through periodic disclosures made to Government authorities.
3.3a Payments to governments (legal and contractual)	Conformance	The Entity makes payments to governments only for applicable taxes e.g. Goods and Services Tax (GST) in India on a legal/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 developed on plant level and in line with Global system/processes, "Raise your

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		concern": www.ballcompliancehotline.com A toll free telephone hotline has also been established for India. The Compliance Alliance Brochure is displayed within the plant area, indicating the toll free number with name and photo of India's responsible person.
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity has evaluated life cycle impacts of its product which are available at: https://www.ball.com/sustainability/real-circularity/life-cycle-analysis
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Ball Corporation uses an "Instant LCA tool" across its global subsidiaries to undertake Life Cycle Assessments, which follow a cradle-to-gate approach.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity discloses LCA study-related information in its sustainability reporting for external stakeholders: https://www.ball.com/sustainability/real-circularity/life-cycle-analysis
4.2 Product design	Conformance	The Entity has taken a leadership approach to product stewardship in its product design. Based on the Life Cycle Analysis studies, the focus of this analysis is on reducing the weight of the cans, which heavily affects their carbon footprint, and on redesigning coatings to reduce substances of concern.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has area/process-based plant spoilage targets with the aim to reduce Aluminium Process Scrap. The printed and unprinted Plant Scrap is separated. 100% of the scrap generated within the plant is sent back to the metal supplier.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Aluminium Process Scrap is collected as bright can and decorated (i.e. printed), compressed (i.e. bailed) and returned back to the metal manufacturer.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a recycling strategy and works with various stakeholders to improve collection and recycling of Used Beverage Cans (UBC).
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity is undertaking advocacy dialog with government regarding Used Beverage Cans (UBC). The Entity is engaged with an external collection agency to support collection and recycling of aluminium cans.

CRITERION	RATING	COMMENT
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has calculated its GHG emissions (Scope 1,2 and 3) at a corporate level, which is publicly disclosed at: https://www.ball.com/data-center
5.2 GHG emissions reductions	Conformance	The target is a global level target and the Entity has provided additional information in the statement. "Ball Corporation has developed a plan to achieve its target of 55% reduction in GHG emissions by 2030. This 1.5°C target has been approved by the Science Based Target Initiative." https://www.ball.com/sustainability/climate-leadership
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 a procedure for ambient air monitoring, which is conducted on monthly basis by an approved external agency. The results were found within permissible limits.
6.2 Discharges to Water	Conformance	The Entity measures Waste Water generation and its treated quantities. The process Waste Water is collected and treated using the Effluent Treatment Plant (ETP). The ETP outlet discharges after pre-treatment, to the common ETP via closed pipelines, which is operated by the industrial park authority (MIDC).
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has conducted a risk assessment for Spills and Leakage and has implemented actions to prevent Spills and Leakage.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has implemented a procedure to manage any Spills and Leakage, as well as external communication.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has procedures in place to disclose to affected parties details of any significant Spills. There have been no Spills and Leakage reported over the past 3 years.

CRITERION	RATING	COMMENT
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity discloses information about Spills and Leakage on an annual basis to government authorities as part of the "Environment Statement", as well as in the Corporate Sustainability Report. The Entity has procedures in place to disclose to affected parties details of any significant Spills.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has developed a procedure for waste management describing its waste management strategy including waste minimisation. The reporting on generated waste and waste disposal is done in accordance with local laws.
6.5b Waste management and reporting (disclosure)	Conformance	The reporting of generated waste and waste disposal is undertaken on an annual basis and in accordance with local laws, and addressed in the Corporate Sustainability Report: https://www.ball.com/sustainability/sustainability-reporting The Entity has unit level data which is aggregated as global data. As per statutory requirements, the public disclosure is undertaken via a mandated display board at the entrance of the facility. In addition, this information is annually reported to Government authorities and made accessible on demand to any stakeholders or interested parties.
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.

CRITERION	RATING	COMMENT
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)	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	A water risk assessment has been undertaken through a process/flow line diagram and identification of quantities. The Entity receives 100% water intake from MIDC (industrial park authority). There is no bore well or ground water extraction.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted a water related risk assessment as part of its Environmental Risk Assessment, and in response, mitigation plans have been implemented.
7.2a Water management (management plans)	Conformance	The Entity has implemented time bound plans to reduce water consumption, which is measured in terms of per thousand Cans manufactured in aggregated manner.
7.2b Water management (monitoring)	Conformance	The water metering is implemented to measure water intake, outlet and major process consumption data as well as periodic progress review of water management plans.
7.3 Disclosure of water usage and risks	Conformance	There are water-specific strategic plans documented to mitigate water related risk. It is disclosed in the Sustainability Report: https://www.ball.com/sustainability/reporting-hub/sustainability-reports The Company has unit level data which is aggregated as global data. As per statutory requirements, the public disclosure is undertaken via a mandated display board at the entrance of the facility. In addition, this information is annually

CRITERION	RATING	COMMENT
		reported to Government authorities, which is accessible on demand to any stakeholder or interested party.
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	A Biodiversity risk assessment has been undertaken using a checklist. The Impact Overview considers how the Entity's activities are not negatively affecting biodiversity factors, along with mitigation measures.
8.2a Biodiversity management (biodiversity action plans)	Conformance	A Biodiversity Action Plan has been developed based on the outcome of the Biodiversity Risk Assessment
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	A Biodiversity Plan has been developed following stakeholder consultation and as per Mitigation Hierarchy. There is no material risk from the Entity's operation and no harm to the biodiversity in the area, based on the Biodiversity Risk Assessment.
8.2c Biodiversity management (reporting)	Conformance	Biodiversity performance is communicated to stakeholders through both an annual environmental statement to Government and sustainability reporting at a corporate level: https://www.ball.com/sustainability/reporting-hub/sustainability-reports
8.3 Alien Species	Conformance	The risk assessment was undertaken for Alien Species. All wooden pallets are heat treated and labelled as per ISPM-15.
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, confirming commitment towards national and international Human Rights Law, covering

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		<p>Employees, Business Partners and Local Communities:</p> <p>https://www.ball.com/getmedia/51aba6db-ecd1-48dd-9be1-63cd9a9f850a/Human-Rights-GP-03-012-003.pdf</p>
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has undertaken a Human Rights risk assessment explaining its Due-Diligence measures taken to identify, prevent, evaluate and mitigate actual and potential Human Rights risks.
9.1c Human Rights Due Diligence (remediation)	Conformance	<p>The Entity has developed a Human Rights risk assessment and remediation measures, which states that in case the Entity identifies as having caused or contributed to adverse Human Rights impacts, it shall provide for or cooperate in their remediation through legitimate processes:</p> <p>https://www.ball.com/sustainability/social-impact/talent-development/human-rights</p>
9.2 Women's Rights	Conformance	<p>Women's Rights are defined in the employee Code of Conduct, as well as the Policy on prevention of sexual harassment of Women at workplace as per Indian legal requirements. Periodical meetings have been conducted. The management is currently working on improving diversity and the Entity has targets to have 20% of Women employees by 2025, in line with global targets.</p>
9.3 Indigenous Peoples	Not Applicable	This Criterion does not apply, as there are no Indigenous People present in the Entity's Area of Influence.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	This Criterion does not apply, as there are no Indigenous People present in the Entity's Area of Influence.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion does not apply, as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion does not apply, as there is no resettlements being considered or taking place since the set-up of the Entity and/or since becoming an ASI Member.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion does not apply, as there is no resettlements being considered or taking place since the set-up of the Entity and/or since becoming an ASI Member.

CRITERION	RATING	COMMENT
9.7a Local Communities (rights and interests)	Conformance	The Entity respects the rights and interests of Local Communities and assessed its impact on Local Communities in its Human Rights Due Diligence assessment.
9.7b Local Communities (impacts)	Conformance	The Entity has assessed the impact of its business activities on the Local Community as part of its Human Rights risk assessment under Criterion 9.1. No negative impacts on local communities were identified. The Entity has taken adequate steps such as employment and other associated services like canteen, transportation etc. for the Local Community, thus positively impacting their lives.
9.7c Local Communities (livelihoods)	Conformance	The Entity respects the rights and interests of Local Communities and assessed its impact on the Local Community in its Human Rights Due Diligence assessment. The Entity has taken adequate steps such as employment and other associated services like canteen, transportation etc. for the Local Community, thus positively impacting their lives through providing livelihood opportunities. In addition, the Entity has carried out various social activities under its CSR initiatives, e.g. the concept of 'Community Ambassador', where employees are encouraged to do voluntary work.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity evaluated the value chain of its products and identified where adverse Human Rights impacts from Conflict Minerals may occur. The Entity as part of its onboarding requirements, required that its suppliers sign an additional certification document regarding Conflict Minerals. The Ball's Conflict Minerals Report (2020) is available at: https://www.ball.com/getattachment/82f1e762-7739-44d3-939c-ee8160d20f16/Ball-2021-Conflict-Minerals-Report.pdf
9.9 Security practice	Conformance	The Entity's Human Rights Policy stipulates adopting proportionate security arrangements. The Entity ensures that the provision of security is consistent with the laws of the relevant country and relevant international standards and guidelines.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity has developed a Policy on Human Rights, which also covers commitment to respect Freedom of Association in line with national and international laws.

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10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has developed a Policy on Human Rights, which also covers commitment to respect Rights to Collective Bargaining in line with national and international laws.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	This Criterion is not applicable as Indian Law does not restrict the rights to Freedom of Association and Collective Bargaining, so there is no need for alternative means of association for Workers.
10.2a Child Labour (minimum age)	Conformance	The Child Labour Policy has been developed. The minimum hiring age is 18 years. During Worker interviews and review of personnel/employment records and facility visit, there was no evidence of Child Labour at the Entity.
10.2b Child Labour (hazardous)	Conformance	The Entity has a zero tolerance Policy on Child Labour. The Child Labour Policy has been developed which neither use nor support the use of Child Labour in Hazardous work areas. The Entity continues to be vigilant through global Policies and programs, complemented by regular audits within the supply chain.
10.2c Child Labour (worst forms)	Conformance	The Entity has a zero tolerance Policy on Child Labour. The Child Labour Policy has been developed which neither use nor support Worst Forms of Child Labour.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has a zero tolerance Policy on Child Labour. The Child Labour Policy has been developed which neither uses nor supports Forced Labour. The Entity does not engage in, or support Human Trafficking either directly or through any employment or recruitment agencies. The recruitment is managed by the Human Resources department: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engages in, nor supports the use of Forced Labour and demand any deposits from its employees: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3c Forced Labour (migrant workers)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engages in, nor supports the use of Forced Labour or Migrant

CRITERION	RATING	COMMENT
		Labour, or requires security payments or lodge deposits: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3d Forced Labour (debt bondage)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engage in nor support the use of Forced Labour and not practice debt bondage through advance payment: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3e Forced Labour (freedom of movement)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engages in, nor supports the use of Forced Labour and does not restrict freedom of movement inside the work area. https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engages in, nor supports the use of Forced Labour and does not retain original education/training/identity certificates. This was confirmed during workers interviews: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity has a zero tolerance Policy for the use of Forced Labour. The Entity neither engages in, nor supports the use of Forced Labour and allows its employees to terminate their contract with reasonable length of notice as per mutually agreed employment contract. This was confirmed during worker interviews: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.4 Non-Discrimination	Conformance	The Entity has developed a Policy on Discrimination, Harassment and Retaliation: https://www.ball.com/sustainability/social-impact/talent-development/human-rights
10.5 Communication and engagement	Conformance	The Entity has developed various communication channels, such as through display on notice board and through committees (Workers Committee, Safety Committee, Prevention of Sexual Harassment Committee, Food Committee, Cultural and the Sports Committee).

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10.6 Disciplinary practices	Conformance	<p>The Entity has a written agreement with Trade Unions defining the rules and the definition of disciplinary actions.</p> <p>The global Ball Policy 'Workplace Threats and Violence" provides the procedure on how to deal with anyone who makes substantial threats, exhibits substantial threatening behaviour or engages in violent acts on Ball Corporation property, including unacceptable disciplinary practices by personnel:</p> <p>https://www.ball.com/sustainability/social-impact/talent-development/human-rights</p>
10.7a Remuneration (living wage)	Conformance	<p>The Entity has calculated a living wage following Social Accountability International (SAI) methodology, which covers basic needs of Workers and to provide some discretionary income.</p>
10.7b Remuneration (method of payment)	Conformance	<p>The Entity pays wages equal or above the legal minimum wage via bank transfer. The wages are paid by the first working day of each month, which is confirmed through workers interview.</p>
10.8 Working Time	Conformance	<p>The Entity records in and out time of all its employees. The weekly hours are 48 hours for shift employees, and 40 hours for office staff. There is no overtime in general, but due to exceptional situation like public holidays and running plants, overtime is considered. The working hours were checked for a randomly selected 3 months of the past 12 months.</p>
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	<p>The Entity has developed a Business System Policy which address the Health and Safety, and Also Ball has a Global Health and Safety Policy in the Portal:</p> <p>https://www.ball.com/na/vision/sustainability/operational-excellence/safety</p>
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	<p>The Entity has developed a Business System Policy which address the Health and Safety for all employees and visitors present in any area or activities under the Entity's control:</p> <p>https://www.ball.com/na/vision/sustainability/operational-excellence/safety</p>
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	<p>The Entity has developed a Business System Policy which address the Health and Safety and references a management commitment to comply</p>

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		with applicable national and international Law on Workers' Health and Safety. https://www.ball.com/na/vision/sustainability/operational-excellence/safety
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has developed a Business System Policy which re-affirms that Workers have the right to understand the hazards and safe practices of their work, and the authority to refuse or stop unsafe work: https://www.ball.com/na/vision/sustainability/operational-excellence/safety
11.2 OH&S Management System	Conformance	The Entity is ISO 45001 certified. There is an Internal Management System (IMS) Manual addressing ISO 45001:2018 requirements, supported by HSE procedures.
11.3 Employee engagement on health and safety	Conformance	The Entity has formed a Safety Committee which meets periodically to discuss topics on safety. There is also systematic plan to engage employees on various topics including Health and Safety.
11.4 OH&S performance	Conformance	The Entity has developed OH&S performance indicators which are monitored quarterly.

Document Control and Version History

Revision	Date	Notes
0	10 January 2022	Initial Certification Audit – Full Certification