
ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

HINDALCO INDUSTRIES LIMITED, MOUDA UNIT

CERTIFICATE
NUMBER

182

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

LIBERO
ASSURANCE

DATE OF ISSUE

8 FEBRUARY 2022

DATE OF EXPIRY

7 FEBRUARY 2025

CERTIFIED SINCE

8 FEBRUARY 2022

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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*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

Manufacturing and supply of unalloyed and alloyed
Aluminium plates, coils, sheets, foil and laminated
products at the Mouda Unit facility in India.

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Hindalco Industries Ltd., Mouda Unit
ENTITY NAME	Hindalco Industries Limited, Mouda Unit
CERTIFICATION SCOPE	Manufacturing and supply of unalloyed and alloyed Aluminium plates, coils, sheets, foil and laminated products at the Mouda Unit facility in India.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Material Conversion (Production and Transformation)• Other manufacturing or sale of products containing Aluminium
ASI STANDARD	<ul style="list-style-type: none">• Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit
AUDIT FIRM	LiberoAssurance
AUDIT DATE	<ul style="list-style-type: none">• 27 – 30 December 2021
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 24 January 2022
AUDIT SCOPE	<p>The audit scope includes the manufacturing and supply of unalloyed and alloyed Aluminium plates, coils, sheets, foil and laminated products at the Mouda Unit facility in India</p> <p>The Supply Chain Activities included in the audit scope:</p> <ul style="list-style-type: none">• Casthouses• Material Conversion (Production and Transformation)• Other manufacturing or sale of products containing Aluminium <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.

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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 8 February 2022 – 7 February 2025

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DUE DATE 7 February 2023

CERTIFICATE NUMBER 182

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	Corporate and Plant legal compliance is identified, with a Compliance Manager Tool, which is further aligned at functional level. The actual status is monitored monthly via the dashboard.
1.2 Anti-Corruption	Conformance	The Business Value Committee is responsible and accountable for Policies on Anti-corruption. The Committee work against corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international standards. Employees undertake training on Anti-Corruption as part of the induction training program, together with refresher trainings.
1.3 Code of Conduct	Conformance	The Entity has established an employee Code of Conduct. Training on the Code of Conduct is also part of the induction training program.
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has established a Policy on environment, governance and social responsibility and is publicly available through the following links: http://www.hindalco.com/upload/pdf/Hindalco-CSR-Policy.pdf http://www.hindalco.com/upload/pdf/hindalco-sustainability-policy.pdf
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity has a unit level steering committee, consisting of the functional head from different departments, such as production, engineering and human resources. Management representatives reviews regularly environmental, social and governance Policies and update these as required.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	Communication and training for internal employees on Policies is available.
2.2 Leadership	Conformance	There is senior management commitment, which is reflected through the signing of Policies, which are approved by the Chairman. The Entity level representative is the management representative, having overall responsibility and authority for ensuring conformance with the requirements of ASI Performance Standard.

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity is certified to ISO 14001:2015 and ISO 45001:2018. The latest certification audit was undertaken in October 2020 with certification valid until November 2023.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has established social Policies as per the SA 8000 Social Management Standard, including management practices and work instructions, such as Policies on working hours, wages etc.
2.4 Responsible Sourcing	Conformance	The Entity has implemented a Responsible Sourcing Policy at a Group level, addressing environmental, social and governance issues: https://sustainability.adityabirla.com/images/Supply%20Chain%20and%20Procurement%20Policy.pdf
2.5 Impact Assessments	Conformance	The Entity evaluates impacts through Enterprise Risk management and business continuity planning. The internal system, called Management of Change, includes the various parameters that are required to be considered, such as environment and safety.
2.6 Emergency Response Plan	Conformance	The Entity has developed an on-site Emergency Response Plan. The Plant Head acts as Chief Emergency Controller and Engineering Head as Incident Controller. The Policy and procedure contains information such as site specific background, manufacturing process description, internal and external emergency control numbers, storage quantity of hazardous chemical inventory, infrastructure available to control emergency.
2.7 Mergers and Acquisitions	Conformance	The Entity has established internal processes for Due Diligence, as per the internal ESIA protocol, including merger and acquisitions. The Corporate Executive Committee is responsible for this. There were no merger and acquisitions in the past three years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has established internal processes to review environmental, social and governance issues in the planning process for closure, decommissioning and divestment. The Corporate Executive Committee is responsible here. There has been no closure, decommissioning and divestment in the past three years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity discloses its sustainability performance through a Corporate Sustainability Report, developed in accordance with the GRI protocol. The sustainability report is developed at corporate level,

CRITERION	RATING	COMMENT
		addressing all plants including Mouda. There is practice of structured stakeholder consultations, both internal and external, through email questionnaires for NGOs. The internal data management tool, called Enablon, captures sustainability performance data in line with the materiality assessment. The Entity reports on unit level for certain aspects, such as GHG, and reporting is assured by a third party: http://www.hindalco.com/upload/pdf/hindalco-integrated-annual-report-2020-21.pdf
3.2 Non-compliance and liabilities	Conformance	The Entity discloses information on significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law in its corporate sustainability reporting. There were no fines issued at the time of the audit: http://www.hindalco.com/upload/pdf/hindalco-integrated-annual-report-2020-21.pdf
3.3a Payments to governments (legal and contractual)	Conformance	The Entity makes payments to governments for applicable taxes, such as Goods and Service Tax (GST) in India, import duty or income tax, on a legal and 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 established and implements stakeholder engagement and grievance handling procedures, at corporate and plant level. During Workers and Community interviews, the communication channels were verified and effectiveness of procedures were found satisfactory.
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Life Cycle Assessment (LCA) study was conducted using cradle-to-gate methodology, as per ISO 14040 and ISO 14044.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Life Cycle Assessment (LCA) study was conducted using cradle-to-gate methodology, as per ISO 14040 and ISO 14044.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The LCA was conducted and relevant outcomes have been publicly disclosed in the Sustainability Report: http://www.hindalco.com/upload/pdf/hindalco-integrated-annual-report-2020-21.pdf
4.2 Product design	Conformance	The product design and process design considers sustainability parameters covering environment,

CRITERION	RATING	COMMENT
		health and safety and regulatory compliance, and are defined in the product technical data sheet.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity minimizes the generation of Aluminium Process Scrap within its own operations and, where generated, 100% of process scrap is collected and bailed, compressed in cube form, for use in in-house melting furnace.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Entity segregates different grades of process scrap for recycling and re-melting.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	There is a corporate level strategy, including targets, to facilitate an increase of collection and recycling rates. The relevant part of the recycling strategy is implemented at the Entity level, and 100% of process scrap is collected and recycled.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	There is no collection of end-of-life products at unit level, however there is a corporate level initiative to increase collection of at end of life products and increase recycling rates through stakeholders engagement.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has established digital systems to capture consumption data relevant to GHG emissions. The GHG emission data is publicly disclosed in the group Sustainability Report: http://www.hindalco.com/upload/pdf/sustainability-report-2019-20.pdf
5.2 GHG emissions reductions	Conformance	There is a Group wide GHG reduction target of 40% by 2025. Plant level reductions are based on potential, for Mouda Plant the reduction target is 6%. Accordingly, projects and programs are developed and under implementation which include solar panels commissioned within the plant area. This initiative has publicly disclosed in the Sustainability Report: http://www.hindalco.com/upload/pdf/hindalco-integrated-annual-report-2020-21.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.

CRITERION	RATING	COMMENT
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		
6.1 Emissions to Air	Conformance	The Entity monitors Emissions to Air periodically, as per company requirements as well as legal requirements. The emissions are within permissible limits. There are ongoing programs to further reduce the emission levels by replacing existing fuel-furnace fuel with low sulphur fuels.
6.2 Discharges to Water	Conformance	The Entity operates Zero Liquid Discharge (ZLD) with the main raw water source from the Kanhan River. There are two rain water harvesting ponds, which are well maintained within plant premises, this is verified during the plant visit. Water monitoring and recording is undertaken on a daily basis. The parameters such as Biological Oxygen Demand (BOD) and Chemical Oxygen Demand (COD) are checked periodically and found to be within permissible limits.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has undertaken a water risk assessment and has accordingly developed water management programs including rain water harvesting and efficient storm water drainage.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has developed a management program and practices in accordance with its water risk assessment. Spill kits are provided within the Entity's area at designated places. Training on spill control is provided to employees occasionally.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity discloses information and communicates on spills based on the nature and scale of spills. There is an external communications board at the main gate of the plant to disclose environmental performance data, including spills.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity discloses information and communicates on spills based on the nature and scale of spills. There is an external communications board at the main gate of the plant to disclose environmental performance data, including spills. Alongside, the Entity statutory discloses through the Environment statement Form V. No significant or major spills had occurred at the time of the audit.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has developed a procedure on waste management, including the separation of Hazardous and Non-Hazardous waste, with a focus on waste minimization at each source, in accordance with the Waste Mitigation Hierarchy.

CRITERION	RATING	COMMENT
6.5b Waste management and reporting (disclosure)	Conformance	The Entity reports on waste generation and waste disposal The actual generation quantity is within limit as per applicable environment permits. A periodic visit to the external disposal agency is undertaken by the Entity to ensure the disposal is undertaken in the prescribed manner. Waste management reporting is publicly communicated through the Sustainability Report, as well as external communication boards near the Entity's main gate: http://www.hindalco.com/upload/pdf/hindalco-integrated-annual-report-2020-21.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 (start of the art technologies)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a Dross (recovery)	Not Applicable	The Entity does not involved in Aluminium recovery from treatment of dross and dross residue and send to authorized recyclers.
6.8b Dross (recycling)	Not Applicable	The Entity does not involved in Aluminium recovery from treatment of dross and dross residue and send to authorized recyclers. The dross generated is

CRITERION	RATING	COMMENT
		stored in secured place and disposed on monthly basis to authorized processor.
6.8c Dross (review of alternatives)	Conformance	The Entity periodically discusses with external Dross processors about implementing alternative options to minimize and prevent land filling of Dross residues.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has conducted a water assessment and has implemented a Water Task Force - a cross-functional team of employees. The Entity adheres to its water stewardship programs, addressing the analysis of water withdrawal and use by source and type, which is identified and mapped.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted a water assessment and has implemented a Water Task Force - a cross-functional team of employees. The Entity adheres to its water stewardship programs. The water related risks were identified, and relevant mitigation measures have been implemented.
7.2a Water management (management plans)	Conformance	The Entity has implemented a water conservation and management project, where total water savings of the implemented projects are recorded. There is a daily water leakage assessment record, which is maintained in the available checklist.
7.2b Water management (monitoring)	Conformance	The Water Task Force reviews the implementation status of various water management and improvement programs.
7.3 Disclosure of water usage and risks	Conformance	The Entity discloses water use for both internal and external stakeholders, such as through the internal daily water report and updates on the external communications board at main entrance of the Entity. Disclosure of water use is also undertaken via the Sustainability Report: http://www.hindalco.com/upload/pdf/sustainability-report-2019-20.pdf An annual environment statement is also submitted to government authorities.
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity's corporate team has developed a Biodiversity Policy, which is applicable for all group Entities, and developed a technical standard detailing how to conduct biodiversity assessments. The Entity has conducted a biodiversity assessment in accordance with this Policy and

CRITERION	RATING	COMMENT
		accompanying technical standards. It has been determined that the Entity has a low biodiversity risk classification.
8.2a Biodiversity management (biodiversity action plans)	Conformance	Action plans are developed in accordance with the outcomes of the biodiversity risk assessment report. The management plan was developed with an IUCN expert and engaged a suitable local NGO to assist with implementation.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The management plan was developed with an IUCN expert and engaged a suitable local NGO to assist with implementation.
8.2c Biodiversity management (reporting)	Conformance	The biodiversity related performance disclosure and reporting is undertaken via the Sustainability Report, which is publicly available: http://www.hindalco.com/upload/pdf/sustainability-report-2019-20.pdf
8.3 Alien Species	Conformance	A risk assessment has been undertaken for Alien Species. The wooden pallets, received with import consignment, are fumigated as per relevant International Standard for Phytosanitary Measure (ISPM) standards.
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	There is corporate Human Rights Policy applicable to the Entity.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has established a Human Rights Due Diligence process which seeks to identify, prevent, mitigate and account for how it addresses its actual and potential impacts on Human Rights within its value chain.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has developed and established remedial measures based on the outcomes of the Human

CRITERION	RATING	COMMENT
		Rights Due Diligence process which includes a grievance handling system.
9.2 Women's Rights	Conformance	Women's rights are defined in the Human Rights Policy which is supported by other relevant Policies including a maternity Policy and the Policy on prevention of sexual harassment of Women at the workplace, as per Indian legal requirements. There is corporate level Policy on Diversity and Inclusion, which promotes gender equality and improve Women employees in all cadre of organization.
9.3 Indigenous Peoples	Not Applicable	There is no presence of Indigenous Peoples or their lands, territories and resources. Therefore, this Criterion is not applicable.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	There is no presence of Indigenous Peoples or their lands, territories and resources. Thus, Free, Prior, and Informed Consent (FPIC) is not applicable.
9.5 Cultural and sacred heritage	Not Applicable	There is no presence of Cultural and sacred heritage within The Entity's Area of Influence. Therefore, this Criterion is not applicable.
9.6a Resettlements (avoid or minimise)	Not Applicable	There is no physical or economic displacement since the Entity joined ASI, or before this joining date. There is no presence of indigenous people. Therefore, this Criterion is not applicable.
9.6b Resettlements (where unavoidable)	Not Applicable	There is no resettlement since the Entity joined ASI or before this joining date. There is no presence of indigenous people. Therefore, this Criterion is not applicable.
9.7a Local Communities (rights and interests)	Conformance	The Entity has developed Policies and programs as a commitment to respect the legal and customary rights and interests of Local Communities in their lands and livelihoods and their use of natural resources.
9.7b Local Communities (impacts)	Conformance	The Entity has developed Policies and programs to prevent and address any adverse impacts on Local Community livelihoods resulting from its activities. There is regular engagement with Local Community and government officials.
9.7c Local Communities (livelihoods)	Conformance	The Entity has developed Policies and programs to prevent and address any adverse impacts on Local Community livelihoods resulting from its activities. Approximately 80% of the Workers originate from Local Communities and therefore this indirectly supports Community livelihood opportunities.

CRITERION	RATING	COMMENT
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has developed and implemented Policies and procedures which commit to not contributing to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas within its Area of Influence and in the value chain. The Entity is not located in Conflict-Affected and High-Risk.
9.9 Security practice	Conformance	The Entity outsources security services through an external agency. The security staff is trained and uniform and safety shoes are provided free of charge.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity developed Policies, committing to respect the Rights of Workers to associate freely in Labour or trade Unions. There is one registered trade union, Association of Engineering Workers- (AEW), with representation within the Entity.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has developed Policies, committing to respect the Rights of Workers to collectively bargain.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	The Workers right to Freedom of Association and collectives bargaining is not prohibited by the Indian laws, thus no alternative means are required and this Criteria is not applicable.
10.2a Child Labour (minimum age)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, which prohibit employment of any Child Workers below the national legal age of 15 years.
10.2b Child Labour (hazardous)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, which prohibit employment of any Child Workers below the national legal age of 15 years, and get involved in any Hazardous activities.
10.2c Child Labour (worst forms)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, which prohibit employment of any Child Workers below the national legal age of 15 years, and engaging or supporting worst form of Child Labour.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not engage in or support Human Trafficking either directly or through any employment or recruitment agencies.

CRITERION	RATING	COMMENT
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not require any form of deposit, recruitment fee or equipment advance from Workers either directly or through employment or recruitment agencies.
10.3c Forced Labour (migrant workers)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not require any migrant Workers to lodge deposits or security payments at any time.
10.3d Forced Labour (debt bondage)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not require any Workers in Debt Bondage or force them to work in order to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity has developed a suite of Human Resources (HR), stating the Entity neither engages in nor supports the use of Forced Labour and does not unreasonably restrict the freedom of movement of Workers in the workplace
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not practice to retained original copies of Workers' identity papers, work permits, travel documents or training certificates.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, stating the Entity neither engages in nor supports the use of Forced Labour and does not practice to deny Workers the freedom to terminate their employment at any time without penalty, given notice of reasonable length as stated in employment agreement.
10.4 Non-Discrimination	Conformance	The Entity has developed a suite of Human Resources (HR) Policies, ensuring equal opportunities and no engagement in or supporting Discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any Worker on the basis of gender, race, national or social origin, religion, disability, political affiliation, sexual orientation, marital status, family responsibilities, age, or any other condition that could give rise to Discrimination.

CRITERION	RATING	COMMENT
		During Worker interviews and a documentation review, it was noted that there is no discrimination at the Entity, as stated in the employment agreement.
10.5 Communication and engagement	Conformance	The Entity has open engagement with its Employees and other stakeholders to effectively communicate its Policies and programs through displays on notice boards and committees. There are periodic formal and informal engagements with Workers and pre- arranged counselling session for children of Workers as required.
10.6 Disciplinary practices	Conformance	The Entity follows procedures, detailing statutory disciplinary practices, displayed in work areas for employees. There is a documented procedure for taking disciplinary actions as a misconduct.
10.7a Remuneration (living wage)	Conformance	The Entity conducts living wage calculations, covering local socio-economic analysis. The actual minimum wage paid is higher than the calculated living wage.
10.7b Remuneration (method of payment)	Conformance	The monthly salary is paid by the seventh working day of next month for the preceding month though bank transfer. The overtime payment is made at premium rate along with base salary. The wage slip is issued as a hard copy indicating all payment details.
10.8 Working Time	Conformance	All the employees, including contractors, follow a common system of working hours recording.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has documented its Occupational Health and Safety (OHS) Policy and disseminates this to its Workers via displays and trainings.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has documented its OHS Policy, which is applicable to its Workers and visitors.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has documented its OHS Policy confirming commitment to respect and implement national and international laws on Workers' Health and Safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has documented its OHS Policy, confirming commitment to respect Workers Rights to understand the hazards and safe practices for their work, and the authority to refuse or stop unsafe work.

CRITERION	RATING	COMMENT
11.2 OH&S Management System	Conformance	The Entity is certified to ISO 45001, with certification valid until 2023. There is an Internal Management System (IMS) manual, addressing ISO 45001:2018 requirements supported by HSE procedures. The employees, including contractors are trained on OHS topics.
11.3 Employee engagement on health and safety	Conformance	The safety committee includes management and Workers from various departments. The Entity develops safety training plans for the employees on various topics including Health and Safety.
11.4 OH&S performance	Conformance	Key Performance Indicators (KPIs) have been developed including number of minor accidents, reportable accident and Lost Time Accident Rate (LTAR). The Entity evaluates and monitors its Health & Safety performance through periodic monitoring of KPIs, by internal and external audits.

Document Control and Version History

Revision	Date	Notes
0	8 February 2022	Initial Certification Audit – Full Certification