
ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

THAI BEVERAGE CAN (THAILAND)

CERTIFICATE
NUMBER

134

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

LIBERO
ASSURANCE

DATE OF ISSUE

10 MAY 2022

DATE OF EXPIRY

9 MAY 2025

CERTIFIED SINCE

22 JUNE 2021

AUTHORISED BY

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

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*Validity of this Certificate is subject to continued
conformance with the applicable ASI Standard
and can be verified at*

www.aluminium-stewardship.org

CERTIFICATION SCOPE

Manufacture of aluminium can body and end for
beverage and beer industry at the Thai Beverage
Can facility, Thailand.

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Thai Beverage Can Ltd.
ENTITY NAME	Thai Beverage Can (Thailand)
CERTIFICATION SCOPE	Manufacture of aluminium can body and end for beverage and beer industry at the Thai Beverage Can facility, Thailand.
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 (24 – 31 March 2021)Surveillance Audit (7 – 11 March 2022)
AUDIT FIRM	LiberoAssurance
AUDIT DATE	24 – 31 March 2021 (Initial Certification Audit) 7 – 11 March 2022 (Surveillance Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">2 June 2021 (Initial Certification Audit)21 April 2022 (Surveillance Audit)
AUDIT SCOPE	<p><u>Initial Certification Audit (24 – 31 March 2021)</u></p> <p>The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.</p> <p>The supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p> <p>At the time of the Audit (March 2021), access to the site was not possible, due to COVID-19 related travel restrictions. The Audit has been undertaken as a 'desktop' exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.</p>

Surveillance Audit (7 – 11 March 2022)

The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.

The supply chain activities included in the audit scope:

- Material Conversion (Production and Transformation)

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope with a focus on Criteria previously rated as Unable to Rate and those influenced by significant development, legal requirements and/or considered material.

AUDIT
OUTCOME

- Provisional Certification (Initial Certification Audit)
- Full Certification (Surveillance Audit)

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

10 May 2022 – 9 May 2025

NEXT AUDIT
TYPE

Surveillance Audit

NEXT AUDIT
DUE DATE

9 November 2023

CERTIFICATE
NUMBER

134

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has identified applicable legal requirements and periodically monitors its compliance status. The Entity is in compliance with all relevant legal requirements.
1.2 Anti-Corruption	Conformance	The Entity has defined Anti-Corruption requirements in the Code of Conduct and Employee Manual. There have been no reported incidents related to Corruption.
1.3 Code of Conduct	Conformance	The Entity's Code of Conduct has been signed by the Chairman in both Thai and English languages and is communicated to Employees via email, on display and in classroom/virtual training. The Code of Conduct is available on the website: https://thaibeveragecan.com/standard-system
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has developed an integrated Policy covering quality, legal compliance, environment and health and safety as part of its Management System framework. The Policies are available on the website: https://thaibeveragecan.com/standard-system
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	Senior management (represented by the Chief Executive Officer (CEO)) has endorsed the Policies and provided resources, assigned responsible personnel and periodically reviews implementation of the Policies.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated the Policies via training, email and banner display, The Policies are available on the website: https://thaibeveragecan.com/standard-system
2.2 Leadership	Conformance	The Entity has assigned responsible personnel from various departments, led by senior management, to ensure effective implementation of the ASI Performance Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity's Management System is certified to ISO 14001:2015. The certificate is available on the website: https://thaibeveragecan.com/standard-system

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has developed and implemented its Social Management System generally in accordance with Thai labour laws.
2.4 Responsible Sourcing	Conformance	The Entity has developed a Supplier Guidance Principle (SGP) which addresses aluminium and other direct material suppliers. The SGP has been communicated and acknowledged by Suppliers and is also published on the company website.
2.5 Impact Assessments	Conformance	The Entity has developed internal systems and processes to evaluate environmental, social and governance (ESG) risk as part of project Impact Assessments.
2.6 Emergency Response Plan	Conformance	The Entity has developed an Emergency Response Plan (ERP) as per Thai legal requirements, considering all possible emergency scenarios. Periodic emergency drills are conducted to validate the ERP. There have been no emergency situations over the past year. Training on the ERP and response is conducted for team members and the plan is communicated to internal and external stakeholders.
2.7 Mergers and Acquisitions	Conformance	The Entity has developed due diligence requirements covering environmental, social and governance (ESG) as part of its business conduct covering any future mergers and acquisitions (M&A). There has been no M&A activity in past years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has developed due diligence requirements covering environmental, social and governance (ESG) as part of its business conduct covering any future closure, decommissioning and divestment decision. There has been no closure, decommissioning and divestment in past years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	<p>The Entity's Sustainability Report 2020 is available on the website: https://thaibeveragecan.com/reports</p> <p>The materiality analysis carried out identified the material topics that require attention. The Report discloses sustainability performance information related to governance, environment, labour and CSR projects.</p> <p>The Entity has developed its sustainability goals for 2030, available on the website: https://thaibeveragecan.com/our-approach</p>

CRITERION	RATING	COMMENT
		The Entity is a company of BJC and sustainability reporting at Group level is available on the BJC website: https://www.bjc.co.th/company
3.2 Non-compliance and liabilities	Conformance	There are no reported non-compliance and liabilities, significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law.
3.3a Payments to governments (legal and contractual)	Conformance	There are no payments to Government except for income tax, contract obligation and social security.
3.3b Payments to governments (disclosure - bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity had developed a procedure addressing stakeholder complaints, grievances and requests. Complaints can be received via a hotline with number available on the website: https://thaibeveragecan.com/contact-us
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity engaged an external Life Cycle Assessment (LCA) expert from Mahidol University. The major product size/category was identified for the LCA study and used the cradle-to-gate methodology. The software used included Simopro, ecoinvent and ReCipe. This software is widely used for LCA studies throughout Thailand and the methodologies used are in accordance with ISO 14044.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity conducted a Life Cycle Assessment (LCA) of its major product size/category – the 0.33L Can Body and Can End (complete product). The study provided adequate cradle-to-gate LCA information.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity's Life Cycle Assessment (LCA) report contains information on the approach, methodology and underlying assumptions including system boundaries. The LCA report is available on the website: https://thaibeveragecan.com/reports
4.2 Product design	Conformance	There is a technology transfer agreement between Ball Corporation (Joint Venture partner) and the Entity. There is a three year roadmap to improve product efficiency in terms of thinner gauge and using circular economy concepts.

CRITERION	RATING	COMMENT
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established Key Performance Indicators (KPI's) and targets for the reduction of Aluminium Process Scrap. The targets vary from production lines and depend upon product mix and production volumes, which are monitored and reported at plant level. All process scrap is collected and sent for recycling following instructions for segregation (ordinary and printed scrap) and bailing.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	All Aluminium Process scrap is collected separately in blank Aluminium and lacquered Aluminium (coloured) as per designated "class", compressed and sent for recycling to foil manufacturers and/or recyclers.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a strategy to contribute to a multi-stakeholder initiative within Thailand in order to improve the recycling rate and collection of Used Beverage Cans (UBC). The Memorandum of Understanding (MoU) brings together government, raw material manufacturers, recycling facility operators and industry associations.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity has engaged with recycling facility operators, corporate brands and community awareness programs with the objective to improve collection and recycling of Used Beverage Cans (UBC) at end of life. For further information, refer to: https://thaibeveragecan.com/mou-transparency-of-aluminium-can-closed-loop-recycling
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has calculated its Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions. GHG and energy use data are disclosed in the Sustainability Report 2020, page 15 - 18, available on the website: https://thaibeveragecan.com/reports The Entity also monitors the KPI to reduce GHG emissions as kg CO ₂ (e) per 1000 cans produced.
5.2 GHG emissions reductions	Conformance	The Entity has established GHG emissions reduction targets through various measures, disclosed in the Sustainability Report 2020, page 16: available on the website: https://thaibeveragecan.com/reports The basic unit for comparing emissions reduction is GHG emissions per 1000 cans produced.
5.3a Aluminium Smelting (management system)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		
6.1 Emissions to Air	Conformance	The Entity has identified emission points (including stacks) which are periodically monitored in accordance with Thai law using an accredited laboratory. The Entity implements measures to reduce Emissions to Air, including the replacement of combustion burners with high-efficiency burners.
6.2 Discharges to Water	Conformance	Wastewater is discharged to the industrial estate authority's effluent treatment plant. The Entity has installed flow meters to measure Discharges to Water, including total wastewater discharge after primary treatment. Discharged wastewater is monitored for water quality, including biological and chemical oxygen demand.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has completed a Spills and Leakage risk assessment as defined in relevant procedures and work instructions.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has trained employees and assigned responsibilities for effective management of Spills and Leakage. Periodic mock drills are conducted to check conformance with the Emergency Response Plan.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has developed an Emergency Plan and supporting risk assessment with work instructions for the immediate disclosure of Spills.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity has developed a procedure and internal processes to review and regularly report Spills.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has developed a procedure which defines the strategy on waste management (Hazardous and Non-Hazardous) in accordance with the Waste Mitigation Hierarchy and applicable Thai laws.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity has disclosed details on waste management and the amount of waste generated in the Sustainability Report 2020, page 22: https://thaibeveragecan.com/reports
6.6a Bauxite Residue (storage construction)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6c Bauxite Residue (water discharge)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6e Bauxite Residue (state of the art technologies)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a Dross (recovery)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8b Dross (recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8c Dross (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has undertaken water stress index mapping based on national standards and mapped the water input-output quantity for each major usage/manufacturing process. 100% of water is sourced from the Industrial Estate Authority.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted a water-related risk assessment at both a plant process level and geographic level (water stress index). The risk level has been assessed as medium.

CRITERION	RATING	COMMENT
7.2a Water management (management plans)	Conformance	The Entity has developed a Water Management Plan, guiding procedures and reduction targets. Management measures such as water reuse in production processes are implemented.
7.2b Water management (monitoring)	Conformance	The Entity has implemented water saving measures in accordance with the Water Management Plan. There is ongoing monitoring of water management plans, routine daily checking of water related aspects such as leakage and water metering including wastewater. From December 2021, additional water metering commenced with online monitoring.
7.3 Disclosure of water usage and risks	Conformance	The Entity has communicated water management information including withdrawal quantity, discharge quantity and water saving measures in the Sustainability Report 2020, page 19, available on the website: https://thaibeveragecan.com/reports
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity has conducted a risk assessment and determined risk levels associated with potential impact on Biodiversity from land use and business activities (including emissions, volatile organic compounds, noise, wastewater discharge, tree planting).
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Entity has established control measures to minimize impact on Biodiversity from its land use and business activities. The measures include revegetation, efficient use of water, primary treatment of wastewater and containing noise pollution.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity has engaged with stakeholders including employees, the Local Community and the Industrial Park Authority in conducting the Biodiversity risk assessment and developing action plans.
8.2c Biodiversity management (reporting)	Conformance	The Entity discloses information on its management of Biodiversity in the Biodiversity Report 2022, available on the website: https://thaibeveragecan.com/reports
8.3 Alien Species	Conformance	The Entity has conducted a risk assessment for Alien Species and control measures are implemented for the wooden pallets.
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.

CRITERION	RATING	COMMENT
8.4b Commitment to “No Go” in World Heritage properties (existing mines)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has established a Human Rights commitment which is described in the Code of Conduct.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has identified the process, responsibility and action required to uphold the Human Rights commitment in day-to-day business activities.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has identified and implemented remedial measures where it caused impact on Human Right as detailed in the Human Rights Risk Assessment (HRRRA). The employees are trained at the time of hiring and receive periodic refresher training. There is a grievance handling process and a hotline number is available on the website: http://www.yourtbc.com/en/contact/Pages/default.asp X
9.2 Women’s Rights	Conformance	The Entity has addressed women’s rights in accordance with Thai labour laws in its procedures. There is periodic capacity building and training provided to address women’s rights and to support meaningful participation in consultations, decision making and benefits sharing. Women participate in the Welfare Committee and Safety Committee.
9.3 Indigenous Peoples	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples or their lands associated with the Entity’s Area of Influence.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples or their lands associated with the Entity’s Area of Influence.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion is not applicable as there are no sacred or cultural heritage sites and values within the Entity’s Area of Influence.

CRITERION	RATING	COMMENT
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable as the Entity's activities have not resulted in physical and/or economic displacement.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable as the Entity's activities have not resulted in physical and/or economic displacement.
9.7a Local Communities (rights and interests)	Conformance	The Entity implements Corporate Social Responsibility (CSR) projects with Local Community participation. The Entity consults Local Community leaders to better understand and try to meet expectations.
9.7b Local Communities (impacts)	Conformance	The Entity has assessed the impact on the Local Community and developed Corporate Social Responsibility (CSR) projects to improve living conditions and livelihoods.
9.7c Local Communities (livelihoods)	Conformance	The Entity has assessed the impact on the Local Community and developed Corporate Social Responsibility (CSR) projects to improve living conditions and livelihoods. Many employees belong to the Local Communities.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has defined a Sourcing Policy and developed supplier guiding principles which addresses the requirement for Conflict-Affected and High-Risk Areas.
9.9 Security practice	Conformance	The Entity has a security agreement with an external provider. A Human Rights risk assessment has been conducted and mitigation measures have been identified and implemented.
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity has defined its commitment to respect Workers rights to Freedom of Association (FoA). There is no trade union and any restriction on FoA is in accordance with national law. A Welfare Committee is established in accordance with Thai law and consists of representative from each department and management.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has defined its commitment to respect Workers rights to Collective Bargaining, which is outlined in the Good Governance Code of Conduct.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	Thai law does not restrict the right to Freedom of Association and Collective Bargaining, as such this Criterion is not applicable.

CRITERION	RATING	COMMENT
10.2a Child Labour (minimum age)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18 years and this is verified through the national identification card.
10.2b Child Labour (hazardous)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18 years and this is verified through the national identification card.
10.2c Child Labour (worst forms)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18 years and this is verified through the national identification card.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour, including engaging in Human Trafficking either directly or indirectly. The related risks have been assessed and control measures defined and implemented through standard operating procedures.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour and does not require deposits, original certificates, recruitment fees or advance payment. The related risks have been assessed and control measures defined and implemented through standard operating procedures.
10.3c Forced Labour (migrant workers)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour including asking Migrant Workers to lodge a deposit or security payment. There are no Migrant Workers employed at the Entity.
10.3d Forced Labour (debt bondage)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour and does not hold Workers in Debt Bondage or forcing them to work to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour and does not restrict Workers movement in the workplace.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour and does not retain Workers' original documents such as training certificates and travel documents.

CRITERION	RATING	COMMENT
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity has made a commitment in the Code of Conduct to neither use nor support the use of Forced Labour and does not deny Workers the freedom to terminate their employment contract at any time without penalty.
10.4 Non-Discrimination	Conformance	The Entity has made a commitment on Non-Discrimination in the Code of Conduct. The related risks have been assessed and control measures are defined and implemented through standard operating procedures.
10.5 Communication and engagement	Conformance	The Entity employs multiple ways to communicate and engage with Workers including notice boards, suggestion box, and Safety Committee and Welfare Committee meetings. The Entity undertakes an annual engagement survey and has developed an employee engagement plan for 2022.
10.6 Disciplinary practices	Conformance	The Entity documents its disciplinary policy via the Rules of Conduct, which are applicable to all Workers. Training is provided during orientation/induction and employees are provided with a printed copy of the Rules of Conduct.
10.7a Remuneration (living wage)	Conformance	The Entity has used an external research agency to conduct a salary survey and benchmarking within the packaging sector. The minimum remuneration paid by the Entity is above the legal minimum wage.
10.7b Remuneration (method of payment)	Conformance	The Entity documents its remuneration policy in the Rules of Conduct, applicable to all Workers. The Entity pays wages via bank transfer in accordance with Thai laws.
10.8 Working Time	Conformance	Working hours are recorded electronically for all employees and Working Time is reviewed and compiled by Human Resources (People Development) for wage/salary development. Overtime working hours are recorded. Leave is provided as per the Code of Conduct, employment contract and Thai laws. The overall working hours conform to Thai Labour laws.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy which was developed and signed by the Entity's President and is available in both Thai and English languages. Training on the Policy is provided during orientation and regular training.

CRITERION	RATING	COMMENT
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy which covers all Employees and Visitors present at the premises and all business activities. The Visitor safety instructions are developed and implemented.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy which commits the Entity to comply with Applicable Law on Worker health and safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has established an Occupational Health, Safety and Environment Policy which includes the Workers right to understand the hazards and safe practices for their work, and the authority to refuse or stop unsafe work. Training is provided during orientation and regular training.
11.2 OH&S Management System	Conformance	The Entity's Management System is certified to ISO 45001:2018. The certificate is available on the company website: https://thaibeveragecan.com/standard-system The most recent audit did not identify any non-conformities.
11.3 Employee engagement on health and safety	Conformance	The Entity has implemented measures to engage Workers on Occupational Health and Safety topics via training and Safety Committee meetings. The Safety Committee meets monthly and includes Workers, the Safety Officer and management. The Entity has a dedicated and qualified Safety Officer and support team to effectively implement its OH&S Management System. The COVID-19 related risk and control measures have been incorporated and communicated to all employees and visitors.
11.4 OH&S performance	Conformance	The Entity has established Occupational Health and Safety (OH&S) performance indicators which are monitored and reviewed during monthly Safety Committee meetings, with the Safety Officer responsible for collating data.

Document Control and Version History

Revision	Date	Notes
0	22 June 2021	Initial Certification Audit – Provisional Certification
1	10 May 2022	Surveillance Audit – Full Certification