

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

ALG ALUMINIUM INC.

CERTIFICATE
NUMBER

228

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

BUREAU
VERITAS
CERTIFICATION

DATE OF ISSUE

17 NOVEMBER 2022

DATE OF EXPIRY

16 NOVEMBER 2025

CERTIFIED SINCE

17 NOVEMBER 2022

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 alloy products including
casting, extrusion, hot-rolling and cold rolling
products in Nanning, China.

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME ALG Aluminium Inc.

ENTITY NAME ALG Aluminium Inc.

CERTIFICATION SCOPE Manufacture of Aluminium alloy products including casting, extrusion, hot-rolling and cold rolling products in Nanning, China.

SUPPLY CHAIN ACTIVITIES

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication

ASI STANDARD

- Performance Standard V2

AUDIT TYPE

- Initial Certification Audit

AUDIT FIRM Bureau Veritas Certification

AUDIT DATE

- 2 – 4 August 2022

AUDIT REPORT SUBMISSION

- 9 September 2022

AUDIT SCOPE The audit scope covers the ALG Aluminium Inc. production plant that manufactures Aluminium alloy products including casting, extrusion, hot-rolling and cold rolling products.

The supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME Certification

AUDIT METHODOLOGY DECLARATION The Auditors confirm that:

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- 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.
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| CERTIFICATION PERIOD | 17 November 2022 – 16 November 2025 |
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| NEXT AUDIT TYPE | Surveillance Audit |
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| NEXT AUDIT DUE DATE | 16 May 2024 |
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| CERTIFICATE NUMBER | 228 |
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SUMMARY OF FINDINGS

| CRITERION | RATING | COMMENT |
|--|-----------------------|---|
| PRINCIPLE 1 BUSINESS INTEGRITY | | |
| 1.1 Legal Compliance | Minor Non-Conformance | The Entity has established a procedure to collect Applicable Law. The Entity's Legal Department is responsible for the collection and assessment of Applicable Law that apply to labour, ethics, health and safety and environment sections. This is undertaken at least annually. However, not all laws and regulations have been updated as required. |
| 1.2 Anti-Corruption | Minor Non-Conformance | Policies and processes to identify and prevent Corruption are well implemented and trained. The Entity works against Corruption in all its forms, including extortion and Bribery, consistent with Applicable Law and prevailing international standards. There have been no cases of misconduct to date. The Entity has an Anti-Corruption Policy which requires the Entity sign anti-corruption agreements with all employees and suppliers. However, not all suppliers have signed the agreement as required. |
| 1.3 Code of Conduct | Conformance | The Entity has formulated a Code of Conduct that includes environmental, social and governance principles. The Entity undertakes an internal audit and management review on the Code of Conduct annually. Awareness of the Code of Conduct for employees is raised through various measures, including meetings and training. |
| PRINCIPLE 2 POLICY & MANAGEMENT | | |
| 2.1a Environmental, Social, and Governance Policy (implement and maintain) | Conformance | The Entity has established and implemented environmental, social and governance Policies: https://www.algig.cn/shze-detail.jsp?id=10862 |
| 2.1b Environmental, Social, and Governance Policy (senior management) | Conformance | The Entity has implemented environmental, social, and governance Policies which are approved by the Entity's General Manager. |
| 2.1c Environmental, Social, and Governance Policy (communication) | Minor Non-Conformance | The Entity has established the ASI Performance Standard Manual and implemented environmental, social and governance Policies: https://www.algig.cn/shze-detail.jsp?id=10862 However, the Policy has not been communicated to Workers clearly. |

| CRITERION | RATING | COMMENT |
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| 2.2 Leadership | Conformance | A Senior Management representative has been appointed. The responsibility and authority are clearly defined. |
| 2.3a Environmental and Social Management Systems (environmental) | Conformance | The Entity has implemented and documented an Environmental Management System and holds a valid ISO 14001:2015 certification. |
| 2.3b Environmental and Social Management Systems (social) | Conformance | The Entity has developed and implemented an Integrated Management System and holds a valid ISO 14001:2015 and ISO 45001:2018 certifications. The Entity has implemented a documented Social Management System that addresses Human Rights and Labour Rights and includes the broader community. |
| 2.4 Responsible Sourcing | Conformance | The Entity has developed and implemented Policies, systems, procedures and processes that conform to the responsible sourcing requirements. The Entity conducts supplier assessments prior to sourcing and undertakes an annual assessment on suppliers. The Entity's purchasing Policies are available: https://www.algig.cn/shze-detail.jsp?id=10862 |
| 2.5 Impact Assessments | Conformance | The Entity has established and implemented Human Rights Due Diligence procedures. The Entity has assessed impacts regarding environment, health and safety (based on the risk assessment of ISO14001 and OHSAS18001) and impacts regarding social responsibility, which include Human Rights via a social management questionnaire. |
| 2.6 Emergency Response Plan | Conformance | The Entity holds valid ISO 14001 and ISO 45001 certifications. Emergency Response Plans are developed and implemented. Personnel training and emergency drill records are maintained. |
| 2.7 Mergers and Acquisitions | Conformance | The Entity has implemented a mergers and acquisitions administration procedure of the parent company, GIG Advanced Metals Group. No mergers or acquisitions have occurred to date. |
| 2.8 Closure, Decommissioning and Divestment | Conformance | The Entity has implemented a mergers and acquisitions administration procedure of the parent company, GIG Advanced Metals Group. No closure, decommissioning or divestment has occurred to date. |

| CRITERION | RATING | COMMENT |
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| 3.1 Sustainability Reporting | Conformance | The Entity has published a Sustainability Report, available on the website: https://www.algig.cn/shze-detail.jsp?id=10862 |
| 3.2 Non-compliance and liabilities | Conformance | This Entity has established and implemented interim measures for pursuing responsibility for illegal operation and investment. There are no non-compliance or liabilities recorded in the 2021 Sustainability Report. In accordance with the official websites of the relevant government agencies, no such case was raised by the government agencies. |
| 3.3a Payments to governments (legal and contractual) | Conformance | The Entity only makes, or has made on its behalf, payments to governments on a legal and/or contractual basis. Payments to governments are transparently reported in the 2021 Annual Financial Audit Report, which includes tax payment certificates. |
| 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 | This Entity has established and implemented a stakeholder complaints, grievances and requests procedure, which has been formulated to publicise the Entity's contact details and other information for Stakeholders. The Entity's Human Resources Department sets up posts to track the requests and complaints of stakeholders and has an appropriate resolution mechanism. |
| PRINCIPLE 4 MATERIAL STEWARDSHIP | | |
| 4.1a Environmental Life Cycle Assessment (life cycle impacts) | Conformance | The Entity has developed and implemented Policies, systems, procedures and processes that conform to the Life Cycle Assessment (LCA) requirements. LCAs for all related products have been finalised according to the LCA management procedure, refer to: https://www.algig.cn/shze-detail.jsp?id=10862 |
| 4.1b Environmental Life Cycle Assessment (cradle to gate) | Conformance | The Entity has provided adequate cradle-to-gate Life Cycle Assessment (LCA) information on its aluminium products. The LCA focuses on environmental life cycle impacts of these products and was conducted in accordance with ISO 14040 and ISO 14044 to advance consistency and comparability of assessments. LCA studies are available upon customer request. |
| 4.1c Environmental Life Cycle Assessment (public communication) | Conformance | The Life Cycle Assessment Report is published on the Entity's website: |

| CRITERION | RATING | COMMENT |
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| | | https://www.algig.cn/shze-detail.jsp?id=10862 |
| 4.2 Product design | Conformance | The Entity integrates relevant objectives in the design and development process for products to enhance sustainability, including the environmental life cycle impacts of the end product. |
| 4.3a Aluminium Process Scrap (targets) | Conformance | The Entity has minimised the generation of Aluminium Process Scrap within its operations and has targets 100% of scrap for collection, recycling and/or re-use. |
| 4.3b Aluminium Process Scrap (alloy separation) | Conformance | The Entity has a scrap and dross classification and management procedure to classify and dispose of the different types of Aluminium Process Scrap. All scraps are classified in alloy separation and sent to different smelters. Related records are maintained. |
| 4.4a Collection and recycling of products at end-of-life (strategy) | Conformance | The Entity has developed a recycling target and plan, including specific timelines, activities and targets. The Entity has communicated with its main customer on how to improve the recycling rate of products at End of Life. |
| 4.4b Collection and recycling of products at end-of-life (engagement) | Conformance | There are no complete local, regional or national collection and recycling systems for aluminium scrap in China. The Entity is working with the customer to decide how to improve the recycling rate of products at End of Life. The Aluminium ash slag is sent to an external processor for refining and recycling, and other wastes are returned to the furnace for use by the Entity. |
| PRINCIPLE 5 GREENHOUSE GAS EMISSIONS | | |
| 5.1 Disclosure of GHG emissions and energy use | Conformance | The Entity has accounted for and publicly disclosed material GHG Emissions and energy use by source on an annual basis: https://www.algig.cn/shze-detail.jsp?id=10862 GHG Emissions data are not verified by a third party. |
| 5.2 GHG emissions reductions | Conformance | The Entity has established a GHG Emissions reduction target for 2022 to reduce natural gas by 4.8%, electricity by 5.0% and diesel fuel by 23.1% based on 2021 levels, and aligning with the Group target. Programs to achieve the target include upgrade and transform equipment, the phase out high energy-consuming facility, reduce energy consumption. Other programs include the distribution of photovoltaic projects in workshops, |

| CRITERION | RATING | COMMENT |
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| | | increase green energy use to achieve goals, and regularly track all energy data. |
| 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's air emissions are quantified in the Environmental Impact Assessment Report. The treatment facilities are built and used. Emissions to Air are monitored quarterly, and emissions meet the local legal emission limit. |
| 6.2 Discharges to Water | Conformance | Discharges to Water are addressed and managed within the Environmental Management System. The Entity has established water reduction targets and established a related plan to minimise adverse impacts. Wastewater monitoring includes major pollutants and monitoring results indicate the major pollutants are within the local legal discharge limit. |
| 6.3a Assessment and Management of Spills and Leakage (assessment) | Conformance | The Entity has conducted regular Spill and Leakage assessments and has a list of leak risk factors. No high risk situations have been identified and the Entity has taken preventive action or implemented improvement programs for the potential risks identified. |
| 6.3b Assessment and Management of Spills and Leakage (management) | Conformance | Assessment and management of Spills and Leakage is defined in the Environmental Management System and follows the control measures in the Entity's List of Leak Risk Factors. The Entity has established an Emergency Response Plan which includes external communication processes. Major spills and leakages are handled and communicated by the emergency response team. |
| 6.4a Reporting of Spills (immediate disclosure) | Conformance | The Entity has stipulated relevant requirements for the reporting of Spills in the Environmental Emergencies Plan. There have been no spill incidents at the Entity. |
| 6.4b Reporting of Spills (regular reporting) | Conformance | There have been no Spills for several years. The Entity has an Environmental Emergencies Plan |

| CRITERION | RATING | COMMENT |
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| | | which addresses the reporting of spills to local authorities and affected people immediately and disclosure in the annual Continual Development Report, which is available upon request. |
| 6.5a Waste management and reporting (strategy) | Conformance | The Entity has an ISO14001 certified Environmental Management System and has a Waste Management Procedure which defines the processes to collect and dispose waste. The Entity has established continual improvement targets to reduce the waste generation per unit. The targets are reviewed quarterly by management team. |
| 6.5b Waste management and reporting (disclosure) | Conformance | The quantities of Hazardous and Non-Hazardous Waste generated by the Entity and their disposal methods are reported annually: https://www.algig.cn/shze-detail.jsp?id=10862 |
| 6.6a Bauxite Residue (storage construction) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.6b Bauxite Residue (integrity checks and controls) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.6c Bauxite Residue (water discharge) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.6d Bauxite Residue (marine and aquatic environments) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.6e Bauxite Residue (state of the art technologies) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.6f Bauxite Residue (remediation) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.7a Spent Pot Lining (SPL) (storage and management) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.7b Spent Pot Lining (SPL) (recovery and recycling) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.7c Spent Pot Lining (SPL) (Untreated SPL) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.7d Spent Pot Lining (SPL) (review of alternatives) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 6.7e Spent Pot Lining (SPL) (marine and aquatic environments) | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |

| CRITERION | RATING | COMMENT |
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| 6.8a Dross (recovery) | Conformance | The Entity's Dross management procedure addresses the process to collect and recycle Aluminium Dross. The Entity has implemented processes to recycle the aluminium internally. Nearly 100% of the Aluminium Dross is sold and recovered by an external contractor. |
| 6.8b Dross (recycling) | Conformance | The final Aluminium Dross is recycled by a qualified contractor and is used as a material rather than as waste. |
| 6.8c Dross (review of alternatives) | Conformance | The Entity has reviewed the Dross recycling management monthly to seek improvement programs and reduce the final Dross quantities. The final Aluminium Dross is recycled by a qualified contractor of the Entity and there is no landfilling of Dross residues. |
| PRINCIPLE 7 WATER STEWARDSHIP | | |
| 7.1a Water assessment (mapping) | Conformance | The Entity has undertaken a water-related risk analysis, including a water balance, to determine and map the source and type of water it draws and uses. The Entity has a water balance statistical data table for 2021, water resources management goals and plans and a water balance chart. |
| 7.1b Water assessment (risk assessment) | Conformance | The Entity has conducted a water-related risk assessment. The assessment considered the Entity's industrial park location, nearby lands and waterways risk in their Area of Influence. Due to the nature of the product and production processes, the Entity has a closed loop water management system. The level of water-related risk was low. |
| 7.2a Water management (management plans) | Not Applicable | This Criterion is not applicable as there were no significant water-related risks identified in the Entity's Area of Influence. |
| 7.2b Water management (monitoring) | Not Applicable | This Criterion is not applicable as there were no significant water-related risks identified in the Entity's Area of Influence. |
| 7.3 Disclosure of water usage and risks | Conformance | The Entity has published its water usage and risk assessment in the Water Resources Risk Assessment Report, Section 4-8: https://www.algig.cn/shze-detail.jsp?id=10862 |
| PRINCIPLE 8 BIODIVERSITY | | |
| 8.1 Biodiversity assessment | Conformance | The Entity has established procedures for the protection of biodiversity. A biodiversity risk |

| CRITERION | RATING | COMMENT |
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| | | assessment report has been prepared. The Entity is located in an industrial park and there are no protected flora or wildlife in the area. There is no significant risk of biodiversity impact. |
| 8.2a Biodiversity management (biodiversity action plans) | Not Applicable | This Criterion is not applicable as the outcome of the biodiversity risk assessment did not identify significant Biodiversity impacts. |
| 8.2b Biodiversity management (consultation and mitigation hierarchy) | Not Applicable | This Criterion is not applicable as the outcome of the biodiversity risk assessment did not identify significant Biodiversity impacts. |
| 8.2c Biodiversity management (reporting) | Not Applicable | This Criterion is not applicable as the outcome of the biodiversity risk assessment did not identify significant Biodiversity impacts. |
| 8.3 Alien Species | Conformance | The Entity has stipulated the requirements for evaluating and controlling risks of Alien Species, which are accidentally introduced by the Entity through operational activities in its ASI Performance Assurance Manual. The Entity proactively prevents the accidental or deliberate introduction of Alien Species that could have significant adverse impacts on biodiversity. |
| 8.4a Commitment to “No Go” in World Heritage properties (exploration and new mines) | Not Applicable | This Criterion is not applicable to the Entity’s Certification Scope. |
| 8.4b Commitment to “No Go” in World Heritage properties (existing 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 Social, Environmental and Governance Policy that includes a policy commitment to respect Human Rights and employees' civil rights and to eliminate Discrimination. The Policy is included on posts on-site, communicated to all employees and is published on the Entity’s website: https://www.algig.cn/shze-detail.jsp?id=10862 |

| CRITERION | RATING | COMMENT |
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| 9.1b Human Rights Due Diligence (process) | Minor Non-Conformance | The Entity commits to respect Human Rights and aims to extend this commitment in the supply chain. The Human Rights Due Diligence process has been established and addresses the supply chain. However, not all suppliers have completed the Human Rights Due Diligence assessment as required. |
| 9.1c Human Rights Due Diligence (remediation) | Conformance | The Entity has conducted a Human Rights Due Diligence assessment. There have been no adverse Human Rights impacts reported since the Entity's establishment and therefore remediation is not required. |
| 9.2 Women's Rights | Conformance | The Entity has developed a special groups management method, which includes female workers (and others including underage workers, student workers, and disabled workers) to protect women's rights and interests. The Entity has clarified the legitimate rights of women and implemented control measures to ensure that those rights were met. No complaint has been received from women Workers. Women workers know their rights. |
| 9.3 Indigenous Peoples | Not Applicable | This Criterion is not applicable as there are no Indigenous Peoples within 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 within the Entity's Area of Influence. |
| 9.5 Cultural and sacred heritage | Not Applicable | This Criterion is not applicable as there are no cultural and sacred heritage within the Entity's Area of Influence. |
| 9.6a Resettlements (avoid or minimise) | Not Applicable | This Criterion is not applicable as there have been no projects that caused Resettlement in the history of the Entity. |
| 9.6b Resettlements (where unavoidable) | Not Applicable | This Criterion is not applicable as there have been no projects that caused Resettlement in the history of the Entity. |
| 9.7a Local Communities (rights and interests) | Conformance | The Entity has implemented community participation control procedures, and respects the legal and customary rights and interests of Local Communities. There have been no complaints received by Local Communities. |

| CRITERION | RATING | COMMENT |
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| 9.7b Local Communities (impacts) | Conformance | The Entity is in close contact with surrounding Communities and most of its employees are from the local area. The Entity has installed environmental protection devices, such as air emission treatment facilities and measures to reduce boundary noise, as indicated in the Environmental Impact Assessment Report. |
| 9.7c Local Communities (livelihoods) | Conformance | The Entity is in close contact with surrounding Communities and most of its employees are from the local area. The Entity has established a plan to support the surrounding Communities, which includes supporting the local charities and participating in community public welfare activities. |
| 9.8 Conflict-Affected and High-Risk Areas | Conformance | The Entity has developed and implemented measures for the control of conflict minerals, commits to not using conflict minerals and communicates this through the aluminium value chain. As part of the Due Diligence process, all suppliers are required to sign the Commitment Letter to not use conflict minerals. To date, no complaint on this issue has been received. |
| 9.9 Security practice | Conformance | The Entity has implemented an entry and exit management system and clearly defines the primary role of security guards to protect people, property and assets and to respect Human Rights. All security guards have been trained in Human Rights requirements. To date, no security-related Human Rights violations have occurred. |
| PRINCIPLE 10 LABOUR RIGHTS | | |
| 10.1a Freedom of Association and Right to Collective Bargaining (freedom of association) | Conformance | There are laws that restrict Freedom of Association in China. However, the Entity has developed and implemented management measures for freedom of association and collective consultation and demonstrates they respect the right to Freedom of Association and to Collective Bargaining. The Entity commits itself to respect the Workers' rights. There are 56 elected Trade Union Committee Members including 21 women, and 175 Worker representatives including 39 women, all are freely elected by Workers. |
| 10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining) | Conformance | There are no Collective Bargaining Agreements in the Entity, however the Entity has a Policy of respecting rights related to Freedom of Association and Collective Bargaining. |

| CRITERION | RATING | COMMENT |
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| 10.1c Freedom of Association and Right to Collective Bargaining (alternative means) | Conformance | There are laws that restrict Freedom of Association in China. The Entity supports alternative means of association for Workers, has implemented a freedom of association and collective consultation Policy and a Labour Union exists. |
| 10.2a Child Labour (minimum age) | Conformance | The Entity has developed and implemented a Child Labour Policy. There is no Child Labour or any young Workers in the Entity - the youngest Worker is 19 years old. During recruitment, the age of the candidate is verified by checking identification records. |
| 10.2b Child Labour (hazardous) | Conformance | The Entity does not support Child Labour. Young Workers are under special protection by labour standards law and are not allowed to work in hazardous working conditions. The Entity does not recruit Child Labour or any young Workers. |
| 10.2c Child Labour (worst forms) | Conformance | Child Labour is prohibited in China. The Entity commits itself, and expects its suppliers, to comply with the prohibition of Child Labour. There is neither Child Labour, nor any young Workers in the Entity. The Entity communicates the requirement to the Workers and its suppliers to ensure the legal requirements on Child Labour and young Workers are followed internally and throughout the supply chain. |
| 10.3a Forced Labour (human trafficking) | Conformance | The Entity has established and implemented a procedure on the prevention of involuntary labour and commits itself and expects its suppliers to comply with the prohibition of Forced Labour, slavery and Human Trafficking. There is no Forced Labour at the Entity. |
| 10.3b Forced Labour (deposits, fees, advances) | Conformance | As verified by Worker and management interviews and payroll information, the Entity is not involved in Forced Labour. Employees are not required to provide any form of deposit; Recruitment Fee or advance at the any stage of employment. |
| 10.3c Forced Labour (migrant workers) | Not Applicable | This Criterion is not applicable as there are no Migrant Workers at the Entity, all Workers are Chinese. |
| 10.3d Forced Labour (debt bondage) | Conformance | The Entity does not provide any form of loan to Workers. In the labour contracts signed between the Entity and Workers and no term of Debt Bondage is found. The payslips of Workers indicate there is no illegal deduction. |

| CRITERION | RATING | COMMENT |
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| 10.3e Forced Labour (freedom of movement) | Conformance | The Entity does not restrict the Workers freedom of movement at the site. Workers are free to leave the factory when not engaged in work; Workers move freely to access basic liberties and can attend external medical facilities as required. Interviewed employees stated there were no constraints. |
| 10.3f Forced Labour (retention of identity papers, permits, certificates) | Conformance | The Entity is not involved in Forced Labour. Original documents of the Workers are not retained, only copies are kept. |
| 10.3g Forced Labour (freedom to terminate employment) | Conformance | The Entity is not involved in Forced Labour. The time for announced termination of the employment is in compliance with the Labour Contract Law: 30 days in advance or three days in the period of probation. |
| 10.4 Non-Discrimination | Conformance | The Entity has implemented an anti-Discrimination, Harassment and Abuse Procedure that effectively ensures equal opportunity. The Entity does not engage in or support Discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any Worker. |
| 10.5 Communication and engagement | Conformance | The Entity has developed and implemented an employee complaints management procedure and has a grievance and complaints hotline and email address. There are regular meetings between trade union representative and senior management, and the Entity has implemented operating procedures to ensure open communication and direct engagement with Workers and their representatives regarding working conditions and resolution of workplace and compensation issues. |
| 10.6 Disciplinary practices | Conformance | The Entity does not tolerate any form of punishment or harassment. Suppliers are required to comply with the Entity's policy and procedure. Disciplinary measures are regulated by law and require written evidence and the involvement of Worker representation. All disciplinary records require the confirmation of Workers and management. |
| 10.7a Remuneration (living wage) | Conformance | The Entity has established and implemented a compensation management procedure. The wage structure is clearly defined, the basic wage is above the local legal minimum wage. Compensation for Overtime meets the legal requirements. The total payment meets the workers' basic needs. All employees are enrolled in the mandatory social insurance scheme. |

| CRITERION | RATING | COMMENT |
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| 10.7b Remuneration (method of payment) | Conformance | All payments are documented and promptly paid to all Workers by bank transfer on 15 th of each month. |
| 10.8 Working Time | Conformance | Working hours are recorded and managed. In accordance with site observation, worker interviews and review of records, the working hours are monitored and in compliance with Chinese Labour Law. The total weekly hours do not exceed 60 hours, and at least one day rest in a week is guaranteed. |
| PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY | | |
| 11.1a Occupational Health and Safety (OH&S) Policy (policy) | Conformance | The Entity has a valid ISO 45001:2018 certification and has established formal Policies for Occupational Health and Safety (OH&S), which are posted in the internal public areas. |
| 11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors) | Conformance | The Entity has adequate and effective Policies and procedures to ensure all Workers and Visitors follow internal Occupational Health and Safety (OH&S) rules, including orientation training and regular monitoring. |
| 11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards) | Conformance | The Entity has established formal Policies for OH&S including legal compliance. |
| 11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work) | Conformance | The Entity has established formal Policies for OH&S including the right to stop unsafe work and providing safe working environment. |
| 11.2 OH&S Management System | Conformance | The Entity has a valid ISO 45001:2018 certification and has established adequate and effective procedures on OH&S control. |
| 11.3 Employee engagement on health and safety | Conformance | The Entity has adequate and effective mechanisms to collect Worker feedback on OH&S issues. The mechanisms include suggestion boxes, Worker representative meetings and irregular Worker interviews, and accident/injury analysis. |
| 11.4 OH&S performance | Conformance | The Entity has established targets and control programs for Occupational Health and Safety performance, including for accident, injury and fire. Management reviews the program and targets monthly. |

Document Control and Version History

| Revision | Date | Notes |
|----------|------------------|--|
| 0 | 17 November 2022 | Initial Certification Audit - Full Certification |