
ASI CERTIFICATION
PERFORMANCE
STANDARD



PRESENTED TO

**CROWN TCP
BEVERAGE CANS
COMPANY LIMITED**

CERTIFICATE
NUMBER

291

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

LIBERO
ASSURANCE

DATE OF ISSUE

20 JUNE 2023

DATE OF EXPIRY

19 JUNE 2026

CERTIFIED SINCE

20 JUNE 2023

AUTHORISED BY

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

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*Validity of this Certificate is subject to continued
conformance with the applicable ASI Standard
and can be verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Manufacture of Two-piece Aluminium Cans for use
in the Beverage Industry (Thailand).

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Crown Holdings, Inc.
ENTITY NAME	CROWN TCP Beverage Cans Company Limited
CERTIFICATION SCOPE	Manufacture of Two-piece Aluminium Cans for use in the Beverage Industry (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
AUDIT FIRM	LiberoAssurance
AUDIT DATE	<ul style="list-style-type: none">10 – 15 February 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">30 May 2023
AUDIT SCOPE	<p>The audit scope includes regional managing activities at the Asia Pacific Division office and Two-piece Aluminium Beverage Cans Manufacturing at CROWN TCP Beverage Cans Company Limited.</p> <p>The supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.

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- The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
 - The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD 20 June 2023 – 19 June 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DUE DATE 19 December 2024

CERTIFICATE NUMBER 291

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>The Entity has identified Applicable Law together with detailed requirements, and has assigned responsible functions. Legal source websites are monitored monthly: https://www.labour.go.th/index.php/en/hot-news</p> <p>Annual planning for the mandatory reporting of legal compliances to concerned government authorities is undertaken (e.g. monthly reporting about environment condition to local government, stack emissions twice a year, and employment condition and contract reporting on the government website (www.eform.labour.go.th)). Related training is provided to employees (e.g. labour rights), and is addressed in an employee handbook which given to each employees at the time of joining.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has developed an anti-Corruption Policy: https://www.crowncork.com/investors/policies/code-business-conduct-and-ethics</p> <p>Employees are trained and tested on anti-Corruption and the senior management team commits to the anti-Corruption declaration: https://www.crowncork.com/sites/files/2022-10/Anti-Corruption-Anti-Money-Laundering-Certifications.pdf</p> <p>An anti-corruption risk assessment has been undertaken and considers the local situation in Thailand. For each of the Entity's major functions, Corruption risks have been identified with required mitigation measures and residual risk.</p>
1.3 Code of Conduct	Conformance	<p>The Entity has implemented Crown's corporate Code of Conduct: https://www.crowncork.com/sites/files/2022-03/Code-of-Business-Conduct-2.02.22-FINAL.pdf</p> <p>Employees are trained and tested. Periodic refresher training is delivered on any changes made to the Code of Conduct.</p>
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	<p>The Entity adheres to the following Crown corporate environmental, social and governance (ESG) Policies:</p> <p>Governance Guidelines: https://www.crowncork.com/investors/governance/corporate-governance-guidelines</p> <p>Environment, Health and Safety Policy: https://www.crowncork.com/sites/files/2022-03/EHSPolicy_2021_English_Signed.pdf</p>

CRITERION	RATING	COMMENT
		Additionally, the Entity has developed plant-level Safety Policies.
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	Senior management at plant level has endorsed and provides necessary resources for the implementation of the ESG Policies.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated the corporate ESG Policies through the display of these in work areas and on the Entity's website: https://www.crowncork.com/investors/governance/corporate-governance-guidelines and https://www.crowncork.com/sites/files/2022-03/EHSPolicy_2021_English_Signed.pdf
2.2 Leadership	Conformance	The Entity has established an ASI governance team, appointed a Management Representative and provided adequate resources to achieve the requirements of the ASI Performance Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has implemented a documented Environment Management System in accordance with regional/corporate guidelines. Periodic monitoring is undertaken at the Entity and by the regional team. Specific good practices are in place that identify and work towards sector-specific topics such as heat stress in the workplace.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has implemented a documented Social Management System in accordance with regional/corporate guidelines which consists of social policies and implementation guidelines. Periodic monitoring of social performance is undertaken at the Entity and by the regional team.
2.4 Responsible Sourcing	Conformance	The Entity has implemented the Crown global Supplier Code of Conduct: https://www.crowncork.com/sites/files/2022-03/code-conduct-english.pdf The Supplier Code of Conduct has been communicated to suppliers and acknowledged. Purchase orders issued to suppliers include reference to Crown's responsible sourcing related policies and binding terms and conditions. Further information is available at: https://www.crowncork.com/investors/policies/supplier-code-conduct The Entity has implemented the corporate Responsible and Ethical Sourcing policy, which includes 2025 and 2030 targets. Progress against these targets is reviewed at the corporate level:

CRITERION	RATING	COMMENT
		https://www.crowncork.com/investors/policies/responsible-and-ethical-sourcing-policy
2.5 Impact Assessments	Conformance	The Entity considers ESG related risks and impacts in project evaluation and selection of projects. A site evaluation checklist which addresses new sites as well as any expansion activities addresses topics related to environment, social and community.
2.6 Emergency Response Plan	Conformance	The Entity has a documented Emergency Response Plan that identifies possible emergency scenario such as fire and gas leakage. Training on emergency preparedness and response is provided to employees and periodic drills are conducted to validate emergency preparedness in coordination with government authorities.
2.7 Mergers and Acquisitions	Conformance	The Entity has implemented corporate level guidelines for mergers and acquisitions, which address the relevance of ESG and considerations during the Due-Diligence process as part of mergers and acquisitions. No merger or acquisition has affected the Entity over recent years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has implemented corporate level guidelines for closure, decommissioning and divestment, which address the relevance of ESG and considerations during closure, decommissioning and divestment activities. No closure, decommissioning or divestment has affected the Entity over recent years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity is part of Crown's corporate level sustainability reporting framework that discloses the Entity's sustainability performance: https://www.crowncork.com/sites/files/2022-08/Crown_2021-Sustainability-Report.pdf
3.2 Non-compliance and liabilities	Conformance	The Entity has a system to report information related to significant fines, judgments, penalties and non-monetary sanctions. There has been no reported incident of significant fines, judgments, penalties and non-monetary sanctions.
3.3a Payments to governments (legal and contractual)	Conformance	The Entity has made payments to governments as per local laws for activities such as obtaining licence/permits, Value Added Tax (VAT), and social security contributions. The Entity's financial performance is independently audited by chartered accountants.

CRITERION	RATING	COMMENT
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	<p>The Entity has a grievance handling process for both internal and external Stakeholders, as found during the plant visit and focussed consultation with employees, community and government authorities. There are various channels publicly available:</p> <p>https://www.crowncork.com/investors/policies/code-business-conduct-and-ethics and</p> <p>https://www.crowncork.com/investors/policies/whistle-blowing-and-business-ethics-hotline-policy</p> <p>The hotline to raise grievances is displayed in work areas as well as being provided during training. There have been no complaints received to date.</p>
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	<p>The Entity has evaluated the life cycle impacts of its major Product lines. Information on the Product Life Cycle Assessment (LCA) and Product recovery is available at:</p> <p>https://www.crowncork.com/sustainability/environment/product-life-cycle</p>
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	<p>The LCA methodology has used the cradle-to-grave approach, as per ISO 14040:2006, which includes extraction of bauxite ore and ends with the recycling and recovering of Used Beverage Cans (UBC). Assumptions including the reasoning for excluding transport and distribution is indicated within the assessment. The executive summary of LCA results is used for communication with interested customers.</p>
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	<p>The Entity has developed the executive summary of LCA results containing all relevant information such as the methodology, standards/tools used and boundary, and results are used for communication with interested customers. At the corporate level, Crown's global approach towards LCA is available at:</p> <p>https://www.crowncork.com/sustainability/environment/product-life-cycle</p>
4.2 Product design	Conformance	<p>The Entity has implemented processes to review and improve both product and process design for resource efficiency. Some of the actions developed by the Entity include 'downgauging' and a global commitment to avoid or reduce all perfluorinated chemicals.</p>
4.3a Aluminium Process Scrap (targets)	Conformance	<p>The Entity has established targets for reducing Aluminium Process Scrap (spoilage), which is monitored by management. 100% of process scrap is</p>

CRITERION	RATING	COMMENT
		collected according to material grade and then processed through a baler to compress into a block and sent to a scrap collector for recycling.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	Aluminium Process Scrap is collected according to material grade and processed through a baler to compress into a block and sent to a scrap collector for recycling.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a recycling strategy under which it is working on a multi-stakeholder project to analyse current Aluminium recycling rates in Thailand.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity is working on a multi-stakeholder project to analyse recycling rates in Thailand. The Entity is also member of Thailand Institute of Packaging and recycling Management for Sustainable Environment (TIPMSE) and actively participates in promotion of the collection and recycling of products at End of Life.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity complies with corporate practices and has collected and reported Greenhouse Gases (GHG) emissions data through Crown's digital tool. Scope 1 and Scope 2 GHG emissions are amalgamated at the corporate level (using country specific factors wherever available) and reported in the Sustainability Report: https://www.crowncork.com/sites/files/2022-08/Crown_2021-Sustainability-Report.pdf
5.2 GHG emissions reductions	Conformance	The Entity has implemented a plant-level GHG emissions reduction plan that is in line with the corporate 'Twentyby30' goals. The goals and performance are disclosed in the Sustainability Report, page 24: https://www.crowncork.com/sites/files/2022-08/Crown_2021-Sustainability-Report.pdf
5.3a Aluminium Smelting (management system)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		

CRITERION	RATING	COMMENT
6.1 Emissions to Air	Conformance	The Entity has a valid permit for its operation within the industrial estate. Emissions monitoring has been conducted by a third party for stack emissions and workplace air quality. The Entity is working to further reduce the Emissions to Air, though the emissions parameters remain below the control limits. Air emissions reports are submitted to the relevant authority twice a year in accordance with Applicable Law.
6.2 Discharges to Water	Conformance	The Entity has dedicated drains and channels to collect process (washer) wastewater and undertake primary treatment (neutralisation). Subsequently, primary treated water is sent to a central wastewater treatment plant operated by the industrial park authority. A sample is collected monthly by an externally approved agency to test key wastewater parameters. The Entity has implemented actions to further reduce wastewater generation and re-use the primary treated wastewater for alternative applications.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has conducted a Spills and Leakage risk assessment for chemicals and wastewater. Training is provided, and practice drills are conducted periodically to check implementation effectiveness.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	Employees are trained and practice drills are undertaken. The Entity conducts daily and monthly checks of chemical storage conditions including spillage conditions and the availability of spill kits.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has implemented practices to immediately report Spills and Leakage in the internal IT-based tool. As per national regulations, any spills affect the vicinity shall be reported to authorities and affected Stakeholders. There have been no Spills in recent years.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity has implemented practices to externally report Spills and Leakage. Spills that impact the municipal drain are reported to the regional Crown team and external authorities in accordance with Thailand regulations. There have been no Spills in recent years.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has a documented a waste management strategy covering all types of Waste generated in the Entity and has mapped the different types of

CRITERION	RATING	COMMENT
		Hazardous Waste and Non-Hazardous Waste with the different activities.
6.5b Waste management and reporting (disclosure)	Conformance	<p>The Entity has maintained a waste inventory with details including the Waste type, quantity, and disposal method. The Entity provides monthly and annual reporting to the industrial estate governor/authority indicating all types and quantities of Waste.</p> <p>The Entity discloses its annual Waste data in the corporate Sustainability Report: https://www.crowncork.com/sustainability/reporting/all-reports</p>
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	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.

CRITERION	RATING	COMMENT
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 prepared a water flow diagram that presents the quantity of water consumed at major stages. The Entity has developed detailed water assessments analysing input, consumption and output water streams.
7.1b Water assessment (risk assessment)	Conformance	The Entity has developed detailed water assessments analysing input, consumption and output water streams. The Entity uses the Aqueduct Water Risk Atlas tool to assess water risks in the Watershed. An assessment has also been conducted by a third party to determine the water-related risks.
7.2a Water management (management plans)	Conformance	The Entity has developed a water management plan that addresses water metering, usage monitoring, leakage control measures as well as water reduction projects.
7.2b Water management (monitoring)	Conformance	The Entity has implemented the water management plan that addresses water metering and usage monitoring. A water efficiency metric of water consumption per million cans is monitored by the Entity monthly.
7.3 Disclosure of water usage and risks	Conformance	The Entity has system/practices to monitor, analyse and report water usages internally as well as external Stakeholders through various means such as corporate level sustainability report, and statutory reporting to industrial park authority. The Entity's management has established a water taskforce to improve water resource efficiency as part of managements commitment towards water-related issues.
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity has undertaken a Biodiversity assessment using the Integrated Biodiversity Assessment Tool (IBAT) tool to identify and assess biodiversity aspects such as the presence of Protected Areas, World Heritage Sites, and IUCN Red List species. The Biodiversity risk assessment determined that there are no Material risks and/or impacts to biodiversity.
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Biodiversity risk assessment determined that there are no Material risks and/or impacts.

CRITERION	RATING	COMMENT
		Nonetheless, the Entity has a documented biodiversity management plan as part of the Crown corporate 'Twentyby30' goals program. The training of responsible employees to implement biodiversity management plan has been provided. Additionally, the Entity has supported a tree plantation program with the industrial estate authority.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity has developed a biodiversity management plan in consultation with employees and external Stakeholders, and inputs have been incorporated.
8.2c Biodiversity management (reporting)	Conformance	The Entity's biodiversity management plans and activities are communicated to Stakeholders through various means, including a focussed group consultation with Local Communities, as part of periodic reporting to the industrial estate authority and other authorities as well as during customer communication. The corporate-level approach, targets and performance are publicly available in Crown Sustainability Report: https://www.crowncork.com/sustainability/environment/biodiversity
8.3 Alien Species	Conformance	The Entity has conducted a risk assessment and control measures are documented to prevent the introduction of Alien Species and to remediate any areas affected by Alien Species.
8.4a Commitment to "No Go" in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.4b Commitment to "No Go" in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has implemented Crown's global Human Rights Policy, having reference to the UN Guiding Principles on Business and Human Rights, and UN Universal Declaration on Human Rights:

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		https://www.crowncork.com/investors/policies/human-rights-policy
9.1b Human Rights Due Diligence (process)	Conformance	Human Rights Due Diligence is conducted following a systematic approach i.e. mapping, analysis, assessment criteria and action plan. Employees are provided with an employee handbook (in Thai) that includes all relevant Human Rights policies.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has available a complaints mechanism that can be accessed (via a phone application, QR code or toll-free telephone number) for complaints on Human Rights impacts. The ethics hotline is available at: https://www.crowncork.com/investors/policies/whistle-blowing-and-business-ethics-hotline-policy The responsibility to handle any complaints is defined, and to date, no complaints have been received. Operation-level grievances are handled through the employees' welfare committee.
9.2 Women's Rights	Conformance	The Entity promotes gender diversity and inclusion and implements the global commitment for diversity and inclusion: https://www.crowncork.com/sustainability/social/diversity-inclusion There are women representatives in the employees' welfare committee.
9.3 Indigenous Peoples	Conformance	This Criterion is not applicable, as there are no Indigenous Peoples in the Entity's Area of Influence. There are nine "hill tribes" officially recognised but none are present in the Entity's Area of Influence
9.4 Free, Prior, and Informed Consent (FPIC)	Conformance	This Criterion is not applicable, as there are no Indigenous Peoples whose land is used by the Entity and thus FPIC is not applicable.
9.5 Cultural and sacred heritage	Conformance	This Criterion is not applicable, as there are no cultural and sacred heritage sites or values within a ten kilometre radius of the Entity. However, heritage is included in the Entity's assessment checklist for any new plant projects.
9.6a Resettlements (avoid or minimise)	Conformance	This Criterion is not applicable, as the Entity is operating in a government managed industrial park. There has been no resettlement caused due to the establishment of business activities by the Entity.

CRITERION	RATING	COMMENT
9.6b Resettlements (where unavoidable)	Conformance	This Criterion is not applicable, as the Entity is operating in a government managed industrial park. There has been no resettlement caused due to the establishment of business activities by the Entity.
9.7a Local Communities (rights and interests)	Conformance	The Entity respects the legal and customary rights and interests of Local Communities in their lands and livelihoods and their use of natural resources. There is a Local Community outside the industrial area, and many of the employees live nearby thus providing employment opportunities. There are sixteen villages altogether. The Entity undertakes Corporate Social Responsibility (CSR) activities.
9.7b Local Communities (impacts)	Conformance	The Entity has taken appropriate steps to prevent and address any adverse impacts on Local Community livelihoods resulting from its activities. The Entity has undertaken various CSR activities with Local Communities.
9.7c Local Communities (livelihoods)	Conformance	The Entity has taken appropriate steps to prevent and address any adverse impacts on Local Community livelihoods resulting from its activities, with many of the employees belonging to Local Communities. The Entity has undertaken various CSR activities with Local Communities.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has implemented Crown's corporate Conflict Minerals Policy, which is also communicated to suppliers: https://www.crowncork.com/investors/policies/conflict-minerals-policy There are no conflict minerals used as part of business activities. Conflict-Affected and High-Risk Areas are addressed through the Responsible and Ethical Sourcing Policy and the Supplier Code of Conduct: https://www.crowncork.com/sites/files/2022-03/responsible-ethical-sourcing-policy.pdf and https://www.crowncork.com/sites/files/2022-03/code-conduct-english.pdf
9.9 Security practice	Conformance	Security practices are included in the Entity's Human Rights risk assessment. The security guards are provided via external agencies. Interviews with security personnel confirmed conformance with applicable requirements. The security guards' practices adhere to the principles of Human Rights.

CRITERION	RATING	COMMENT
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	Freedom of Association and the right to Collective Bargaining is addressed in Crown's corporate Human Rights Policy: https://www.crowncork.com/investors/policies/human-rights-policy There is a welfare committee that is democratically elected and formally communicated to the Department of Labour Protection and Welfare. Committee members' roles and responsibilities are documented and informed to authorities. Meetings are held periodically and as required for special cases. The last meeting held in January 2023 was attended by management and Workers' representatives. Meeting minutes are recorded and communicated on an employee notice board.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	Freedom of Association and the right to Collective Bargaining is addressed in the Human Rights Policy, which commits the Entity to respect the rights of Workers to Collective Bargaining and participate in any Collective Bargaining process in good faith to the extent possible under Applicable Law. There is no Collective Bargaining agreement at the Entity.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	The Criterion is not applicable, as the right to Freedom of Association and Collective Bargaining is not restricted by labour laws in Thailand.
10.2a Child Labour (minimum age)	Conformance	Child Labour is addressed in the Crown's corporate Human Rights Policy: https://www.crowncork.com/investors/policies/human-rights-policy Child Labour is also incorporated into the Human Rights Due Diligence. The Entity verifies the age of Workers during the hiring process, and this is recorded as part of employment records. The minimum age of Worker was above 18 years.
10.2b Child Labour (hazardous)	Conformance	The Entity does not engage in or support Hazardous Child Labour.
10.2c Child Labour (worst forms)	Conformance	The Entity does not engage in or support the Worst Forms of Child Labour in its business activities.
10.3a Forced Labour (human trafficking)	Conformance	The Entity does not engage in or support Human Trafficking either directly or through any employment or recruitment agencies.
10.3b Forced Labour (deposits, fees, advances)	Conformance	Forced Labour is addressed in the Crown's corporate Human Rights Policy:

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		https://www.crowncork.com/investors/policies/human-rights-policy Forced Labour is also incorporated into the Human Rights Due Diligence. There is no practice of keeping original documents, financial security or other means leading to Forced Labour.
10.3c Forced Labour (migrant workers)	Conformance	The Entity does not require Migrant Workers to lodge deposits or security payments at any time during the employment period.
10.3d Forced Labour (debt bondage)	Conformance	The Entity does not hold Workers in Debt Bondage nor force them to work in order to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity 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 does not retain any original copies of Workers' identity papers, work permits, travel documents or training certificates.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity does not deny Workers the freedom to terminate their employment at any time without penalty, given notice of reasonable length as mentioned in the employment contract.
10.4 Non-Discrimination	Conformance	There is no Discrimination in hiring, training, and promotional activities (e.g. interviews are conducted by more than one person). Training needs are identified and provided as per the competency matrix. The Entity is open to employing personnel from minority communities. Discrimination is also addressed in the corporate Human Rights Policy: https://www.crowncork.com/investors/policies/human-rights-policy
10.5 Communication and engagement	Conformance	The Entity has established a communication procedure detailing various channels of communication, related topics, and functional responsibility. A detailed annual training plan is developed. Town hall meetings occur each quarter and related evidences (meeting minutes and photographs) are maintained.
10.6 Disciplinary practices	Conformance	The Entity has established disciplinary rules, detailed in the employee handbook that prohibits corporal punishment, mental or physical coercion, harassment, and gender-based violence including sexual harassment, or verbal abuse of Workers.

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		Some cases of disciplinary action and supporting documents/details are maintained, as per the disciplinary rules outlined in the employee handbook.
10.7a Remuneration (living wage)	Conformance	The Entity compiled a salary survey using government statistical data as well as an employee survey to estimate the living wage. The minimum wage paid by the Entity is above the mandatory minimum wage and also provides an additional cost of living allowance.
10.7b Remuneration (method of payment)	Conformance	Salaries are paid on the 25 th of each month via bank transfer. The salary slip is distributed one day before payment and details income, working hours, social security deductions, and allowances.
10.8 Working Time	Conformance	The working hours are recorded through a biometric attendance system. The working hours are within national legal limits. The Entity monitors working hours and Overtime using statistical tools including run charts. Working hours and Overtime premium payments are detailed in the employee handbook.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has implemented Crown's global Environment, Health and Safety (EHS) Policy: https://www.crowncork.com/investors/policies/environment-health-and-safety-policy Training and communication on the EHS Policy are provided to employees and Visitors. Senior management has endorsed the Policy and provided the necessary commitment and resources to implement its provisions.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The EHS Policy has been developed to apply to all Workers and Visitors present in any area or activities under the Entity's control.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The EHS Policy has been developed with a commitment to comply with Applicable Law on Workers' health and safety, international standards, and ILO Conventions on Occupational Health and Safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The EHS Policy has been developed and addresses the right of Workers to understand the hazards and safe practices for their work, and the authority to refuse or stop unsafe work.
11.2 OH&S Management System	Conformance	The Entity has implemented a documented Occupational Health and Safety (OH&S)

CRITERION	RATING	COMMENT
		<p>Management System that includes standard operating procedures, OH&S training and procedures on work permits, 'lock out-tag out' system, personnel hygiene control programs, and allergen control programs.</p> <p>The Entity has periodically reported to government authorities on OH&S performance, also verified during consultation with government authorities.</p>
11.3 Employee engagement on health and safety	Conformance	<p>Employees are provided with safety training as per national law, with a minimum six hours per person per year. Training records are maintained, and training is followed by a written examination. Monthly workplace safety committee meetings are held to discuss and engage employees on safety topics. There is a visual display about safety topics to inform and engage employees, and Visitors on safety issues.</p>
11.4 OH&S performance	Conformance	<p>The Entity reports safety performance quarterly to the Labour Protection and Welfare Department. The Entity reports OH&S data in the internal 'Velocity EHS' tool. Data are extracted every month for the Crown global primary balanced safety scorecard and are linked with performance management.</p>

Document Control and Version History

Revision	Date	Notes
0	20 June 2023	Initial Certification Audit – Full Certification