

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

CROWN BEVCAN AND CLOSURES (THAILAND) CO., LTD.

CERTIFICATE
NUMBER

286

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

LIBERO
ASSURANCE

DATE OF ISSUE

22 MAY 2023

DATE OF EXPIRY

21 MAY 2026

CERTIFIED SINCE

22 MAY 2023

AUTHORISED BY

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

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
info@aluminium-stewardship.org

*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 Beverage Industry (Thailand).

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Crown Holdings, Inc.
ENTITY NAME	Crown Bevcan and Closures (Thailand) Co., Ltd.
CERTIFICATION SCOPE	Manufacture of two-piece aluminium cans for use in 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">6 – 9 February 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">1 May 2023
AUDIT SCOPE	<p>The audit scope covers regional managing activities at Asia Pacific Division office and Two-piece Aluminium Beverage Cans Manufacturing in CROWN Bevcan and Closures (Thailand) Co., Ltd.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All 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.

-
- 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 22 May 2023 – 21 May 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 22 November 2024

CERTIFICATION NUMBER 286

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>The Entity has identified Applicable Law along with detailed requirements, and assigned responsible functions (e.g., Human Resources is responsible for the Labour Protection Act 2541). There is also the practice of monitoring respective legal source websites monthly:</p> <p>https://www.labour.go.th/index.php/en/hot-news</p> <p>There is annual planning for mandatory reporting of legal compliances to concerned Government authorities. For example,</p> <ol style="list-style-type: none"> stack emission twice a year Employment condition and contract reporting by 31st January each year, on the Government website https://lb.mol.go.th/en. <p>The related topics training is provided to employees e.g., labour rights, covered in an employee handbook which is given to each employee 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 which considers the local situation in Thailand. For each major function, Corruption risks have been identified with required mitigation measures and residual risk.</p>
1.3 Code of Conduct	Conformance	<p>The Entity has implemented the Crown 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 environment, social and governance (ESG) Policies: Governance Guidelines: https://www.crowncork.com/investors/governance/corporate-governance-guidelines and Environment, Health and Safety Policy:</p>

CRITERION	RATING	COMMENT
		<p>https://www.crowncork.com/sites/files/2022-03/EHSPolicy_2021_English_Signed.pdf</p> <p>Additionally, the Entity has implemented an Environment, Health and Safety Policy developed at the plant level in accordance with corporate guidelines.</p>
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The various ESG Policies are endorsed and supported by the Entity's senior management through the provision of resources and regular review of the Policies' implementation status.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	<p>The ESG Policies are communicated through display, training, and on the website for both internal and external stakeholders:</p> <p>https://www.crowncork.com/investors/governance/corporate-governance-guidelines</p>
2.2 Leadership	Conformance	The Entity has established an ASI governance team and appointed a Management Representative.
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. There is good practice to 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. Periodic monitoring of social performance is undertaken at the Entity and by the regional team.
2.4 Responsible Sourcing	Conformance	<p>The Entity has implemented the Crown corporate Supplier Code of Conduct:</p> <p>https://www.crowncork.com/sites/files/2022-03/code-conduct-english.pdf</p> <p>The Supplier Code of Conduct has been communicated to suppliers and acknowledged. Purchase orders issued to suppliers includes reference to Crown's responsible sourcing-related policies and binding terms and conditions. Further information is available at:</p> <p>https://www.crowncork.com/investors/policies/supplier-code-conduct</p> <p>The Entity has implemented the corporate Responsible and Ethical Sourcing Policy, which includes 2025 and 2030 targets and progress against</p>

CRITERION	RATING	COMMENT
		the targets is reviewed at the corporate level in a consolidated manner: https://www.crowncork.com/investors/policies/responsible-and-ethical-sourcing-policy
2.5 Impact Assessments	Conformance	The Entity as part of global practice considers ESG related risks and impacts in project evaluation and selection. There is a site evaluation checklist covering new sites as well as expansion, which 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 scenarios such as fire and gas leakage. Training on emergency preparedness and response is provided to the employees and periodic drills are conducted to validate emergency preparedness.
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 the past years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has implemented the corporate level guidelines for closure, decommissioning and divestment, which address the relevance of ESG and consideration during the closure, decommissioning and divestment activities. No closure, decommissioning or divestment has affected the Entity over the past years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity is part of Crown's corporate level sustainability reporting that discloses 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 no significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law. Where these occur, it would be disclosed in the corporate sustainability reporting. The Entity undertakes periodic public disclosures e.g., to local government authorities.
3.3a Payments to governments (legal and contractual)	Conformance	The Entity has made payments to government on a legal and/or contractual basis only e.g., value-added tax and corporate tax.

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	The Entity has a functional Stakeholder engagement and grievance handling system, managed by a third party: https://www.crowncork.com/investors/policies/whistleblowing-and-business-ethics-hotline-policy There have been no complaints received to date, as confirmed by document review and stakeholder consultation.
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	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: https://www.crowncork.com/sustainability/environment/product-life-cycle
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The LCA methodology has considered a cradle-to-grave approach, as per ISO 14040:2006, which includes the extraction of Bauxite ore and ends with the recycling and recovery of Used Beverage Cans (UBC). Reasoning for excluding transport and distribution is indicated within the assessment. The Entity provides the LCA to customers on request in addition to the executive summary. The executive summary of LCA results is used for communication with interested customers.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity has developed the executive summary of LCA results containing all relevant information such as the methodology, standards/tools used, boundary, results and being used for communication with interested customers. At the corporate level, the Crown's global approach towards product LCA is available at: https://www.crowncork.com/sustainability/environment/product-life-cycle
4.2 Product design	Conformance	The Entity has implemented processes to review and improve product and process design for resource efficiency. Some of the actions include downgauging, and a global commitment to avoid or reduce all perfluorinated chemicals.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established targets for the reduction of Aluminium Process Scrap (spoilage), which is monitored by management. 100% of process scrap is collected according to material grade and process

CRITERION	RATING	COMMENT
		through a baler to compress into a block and send to 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 send to scrap collector for recycling.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a recycling strategy and under which, is working on a multi-Stakeholder project to analyse the current Aluminium recycling rate in Thailand. The Entity is also a member of the Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE) and actively participates to promote the collection and recycling of products at End of Life.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity is working on a multi-Stakeholder project to analyse the recycling rate in Thailand. They are also a member of the Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE) and actively participate to promote 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 and reported in the Sustainability Report, page 24: 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.

CRITERION	RATING	COMMENT
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		
6.1 Emissions to Air	Conformance	The Entity has a valid permit for its operation within the industrial estate. Emission monitoring has been conducted by a third party for stack emissions and workplace air quality. The Entity is working to further reduce Emissions to Air even though the emission parameters are below the control limits. Air emissions reports are submitted twice a year in accordance with Applicable Law.
6.2 Discharges to Water	Conformance	The Entity has dedicated drains/channels to collect process (washer) wastewater and undertake primary treatment (neutralisation). Subsequently, this primary treated water is sent to a central wastewater treatment plant operated by the industrial park authority. Every month a sample is collected 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 such as toilet flushing.
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	The Entity conducts daily and monthly checks of chemical storage conditions including spillage conditions and availability of spill kits.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has implemented practices to internally report Spills in 'Velocity EHS' tool. Spills that impact the local/municipal drain are reported to the regional Crown team. As per Thai regulation, any spills that affect the vicinity shall be reported to authorities and affected Stakeholders. There have been no Spills in the past years.
6.4b Reporting of Spills (regular reporting)	Conformance	Spills that impact the local/municipal drain are reported to the regional Crown team. As per Thai regulation, any spills that affect the vicinity shall be reported to authorities and affected Stakeholders. There have been no Spills in the past years.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has mapped the different types of Hazardous Waste and Non-Hazardous Waste generated with the different areas and activities including office, production, outside production building (wastewater treatment plant), and logistics.

CRITERION	RATING	COMMENT
		The Entity has a waste management plan with waste reduction targets that support global targets and has implemented actions such as redirecting the disposal of primary treatment sludge from landfill to alternative reuse applications.
6.5b Waste management and reporting (disclosure)	Conformance	All waste types and quantities are reported and disclosed on an annual basis in the corporate Sustainability Report: https://www.crowncork.com/sustainability/reporting/all-reports The Entity reports both monthly and annually to the industrial state governor/authority indicating all types and quantities of waste disposed of.
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.
6.8a Dross (recovery)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
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 prepared a water flow diagram indicating the quantity of water consumed at major stages. The Entity uses the Aqueduct Water Risk Atlas tool to assess water risk. To further understand the water sources, Watershed size and possible impact, a consultation was conducted with Industrial Park authority personnel. Surface water is sourced by the Industrial Park authority from the nearby Rapheepat Canal, pre-treated and supplied to industrial park occupants including the Entity. The Entity has also developed detailed water assessments analysing input, consumption and output water streams, as well as water saving projects.
7.1b Water assessment (risk assessment)	Conformance	The Entity uses the Aqueduct Water Risk Atlas tool to assess water risk in the Watershed. An assessment has also been conducted by a third party to determine the water-related risks in the Watershed within the Entity's Area of Influence. The Entity has also developed detailed water assessments analysing input, consumption and output water streams, as well as water saving projects.
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 saving projects.
7.2b Water management (monitoring)	Conformance	Water consumption per million cans is monitored by the Entity monthly. There is a regional as well as Entity level water roadmap to 2030 in line with the corporate 'Twentyby30' goals i.e., 100% water replenishment by 2030 for water stress areas.
7.3 Disclosure of water usage and risks	Conformance	The Entity has systems/practices to monitor, analyse and report water usage internally as well as to external Stakeholders through various means such as corporate level sustainability reports, and statutory reporting to the industrial park authority. The Entity management has established a water taskforce to improve water resource efficiency as part of management's commitment towards water-related issues.

CRITERION	RATING	COMMENT
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity has undertaken a biodiversity assessment using the Integrated Biodiversity Assessment Tool (IBAT) to identify and assess biodiversity aspects such as the presence of Protected Areas, world heritage sites and IUCN species.
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Entity has a documented biodiversity management plan based on the outcome of the biodiversity risk assessment as well as the corporate 'Twentyby30' goals. There is no material risk and/or impact has been identified as part of the biodiversity risk assessment. Training is provided to employees responsible for the implementation of the biodiversity management plan. The Entity has supported a tree plantation program with the industrial area authority. The corporate level biodiversity plans are publicly available at: https://www.crowncork.com/sustainability/environment/biodiversity There is documented Biodiversity management plan for each unit/area specific based on recommendations for improvement and to fulfil ambitions of corporate 'Twentyby30' goals.
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 their perspectives, and inputs have been incorporated.
8.2c Biodiversity management (reporting)	Conformance	The corporate level biodiversity plans are publicly available at: 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 remediate 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.

CRITERION	RATING	COMMENT
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: https://www.crowncork.com/investors/policies/human-rights-policy
9.1b Human Rights Due Diligence (process)	Conformance	The 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 an app, 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/whistleblowing-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 employee's 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	Not Applicable	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 area.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	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	Not Applicable	This Criterion is not applicable, as there are no cultural and sacred heritage sites or values within a 10 kilometre area. However, heritage is included in the checklist for new plant projects.

CRITERION	RATING	COMMENT
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable, as the Entity is operating in a government managed industrial park. There is no resettlement caused due to the establishment of business activities by the Entity.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable, as the Entity is operating in a government managed industrial park. There is 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. It was confirmed during community interviews that there is a good relationship with the Entity and there were no complaints by the Local Community regarding environmental impacts.
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 undertaken various activities to support the livelihood of Local Communities, many of the employees belong to Local Communities.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has implemented Crown's corporate Conflict Minerals Policy and is 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 from external agencies. Interviews with security personnel confirmed conformance with applicable requirements.

CRITERION	RATING	COMMENT
		The security guards' practices adhere to the principles of human rights.
PRINCIPLE 10 LABOUR RIGHTS		
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 the 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 needed in special cases, with the last meeting held in January 2023 attended by management and Workers' representatives. The meeting minutes are recorded and communicated on the 'Employees 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. https://www.crowncork.com/investors/policies/human-rights-policy
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 Human Rights Policy: https://www.crowncork.com/investors/policies/human-rights-policy Child Labour is also part of 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.
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.

CRITERION	RATING	COMMENT
10.3b Forced Labour (deposits, fees, advances)	Conformance	Forced Labour is addressed in the Human Rights Policy: https://www.crowncork.com/investors/policies/human-rights-policy Forced Labour is also part of 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 or 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 promotion e.g., Hiring: interviews 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. Town hall meetings occur each quarter.
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. Disciplinary rules are also addressed during employee induction training. Employees/Workers understand the disciplinary rules, as confirmed during interviews.

CRITERION	RATING	COMMENT
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 plus it 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 like 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) Management System that includes standard operating procedures, OH&S training and procedures on work permits, lock out-tag out, personnel hygiene control programs, and allergen control programs. A first aid room is provided.

CRITERION	RATING	COMMENT
11.3 Employee engagement on health and safety	Conformance	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.
11.4 OH&S performance	Conformance	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 linked with performance management. Parameters include site internal audit scores, Asia Pacific (AP) regional site audits and others.

Document Control and Version History

Revision	Date	Notes
0	22 May 2023	Initial Certification Audit - Full Certification