

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

alimex GmbH Precision in Aluminium

CERTIFICATE NUMBER
316

ASI STANDARD
**PERFORMANCE
STANDARD
(V3 2022)**

CERTIFICATION
LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**TÜV NORD CERT
GMBH**

DATE OF ISSUE
10 OCTOBER 2023

DATE OF EXPIRY
9 OCTOBER 2026

CERTIFIED SINCE
10 OCTOBER 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

The production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of aluminium rolled plates Distribution and machining of semi-finished aluminium products at the alimex facility in Willich, Germany.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	alimex GmbH Precision in Aluminium
ENTITY NAME	alimex GmbH Precision in Aluminium
CERTIFICATION SCOPE	The production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of aluminium rolled plates Distribution and machining of semi-finished aluminium products at the alimex facility in Willich, Germany.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	TÜV NORD CERT GmbH
AUDIT DATE	<ul style="list-style-type: none">26 – 29 June 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">2 August 2023
AUDIT SCOPE	<p>The audit scope included the production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of aluminium rolled plates Distribution and machining of semi-finished aluminium products at the alimex facility in Willich, Germany.</p> <p>Supply Chain Activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion <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.<input checked="" type="checkbox"/> The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.

The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD 10 October 2023 – 9 October 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 10 October 2024

CERTIFICATE NUMBER 316



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Alimex is an aluminium processor with headquarters in Willich and locations in the USA (Columbia/South Carolina) and Benelux (Venray/Netherlands) as well as in Malaysia. The family-owned company has been manufacturing plates, blanks and components from cast aluminium material since 1985. Alimex produces using the cast aluminium plate process to produce their products. In this process, stresses in the cast aluminium plates, which are made of different alloys, are relieved in an annealing hall by annealing for days to weeks, thus achieving special material properties such as special corrosion resistance, and different degrees of hardness or surface structures. These properties enable the use of semi-finished aluminium products and components especially in the semiconductor and solar industries, medical technology, mechanical engineering and the aerospace and optical industries. The production site in Willich, Germany currently employs over 160 persons and is located in the largest industrial area in Europe which includes over 750 other companies.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	Low	High	Medium
RISKS	High	Medium	High	High
PERFORMANCE	Medium	Medium	Medium	Medium
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has developed and implemented policies, systems, procedures, and processes to adhere to legal compliance requirements. There are systems in place to maintain awareness of and to ensure Compliance with Applicable Law. In regular meetings, new legal regulations are reviewed. The operators and employees are requested to implement all applicable requirements. Internal audits ensure that the implementation of these requirements are checked.
1.2 Anti-Corruption	Conformance	Policies and processes to identify and prevent Corruption are implemented and trained. A guideline and processes for identifying and preventing Corruption are implemented and trained. Employees can report any observations anonymously. No violations have been identified during the assessment.
1.3a-e Code of Conduct	Conformance	A Code of Conduct and a Supplier Code which address sustainability, environmental, social and governance principles are available. The CEO has signed a statement affirming the sustainability of the supply chain. All these statements are then sent to customers and training is provided to employees. The Code of Conduct is available at: https://www.alimex.de/download/bme-code-of-conduct/
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity's Integrated Management Policy is consistent with the environmental, social, and governance practices required by the ASI Performance Standard.
2.2a-c Leadership	Conformance	A member of the Entity's Board has been nominated as the senior Management Representative.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity has established an Integrated Management System (IMS). The IMS is checked by internal assessments and through a management review. The Entity has a pre-existing ISO 9001 Quality Management System implemented. All employees have been trained and are documented in lists of participants. The organisation conducted an external assessment of environmental issues and topics.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has implemented and documented a social management system. There are several social benefits for all employees. To ensure this system, all social actions are coordinated with the Works Council. The Entity has also prepared a Sustainability Report which describes all activities which is available at: https://www.alimex.de/nachhaltigkeit/
2.4a-e Responsible Sourcing	Conformance	The Entity has established a European supply chain for Aluminium ingots. All suppliers for ingots are ASI Certified in Germany, Norway, and Romania. One supplier from Italy is currently undergoing the ASI Certification process and has signed a Supplier Code of Conduct. A dedicated Responsible Sourcing Policy is incorporated in the Entity's

CRITERION	RATING	COMMENT
		Code of Conduct, which is available at: https://www.alimex.de/download/bme-code-of-conduct/?lang=en
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable, as the Facility has not implemented New Projects or Major Changes, which would require a related Impact Assessment. However, at the divisional level, a system to assess the environmental impacts of New Projects or Major Changes to existing Facilities has been established.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable, as the Facility has not implemented a New Project or Major Change, which would require a related Impact Assessment. However, at the divisional level, a system to assess Human Rights impacts has been established.
2.7a-f Emergency Response Plan	Conformance	The Entity has a site specific Emergency Response Plan, developed in line with German law, relevant government bodies on environment, safety and fire department. A systematic approach with planning and training based on the identified risks and regulatory requirements is demonstrated. The Emergency Response Plan can be provided upon request.
2.8a-d Suspended Operations	Conformance	During shareholder meetings, strategic business areas and supplier-customer relationships are evaluated and, if necessary, new business areas are developed. The confidential, unpublished documentation on these decisions is available and could be viewed during the audit. Important decisions are documented in the management review.
2.9a-b Mergers and Acquisitions	Conformance	Due to the size of the Entity (150 employees), the financial strength and the high degree of specialisation, there is no Due Diligence process for Merger and Acquisition specific at the Entity and there will be no Due Diligence process in the near future. However, the Entity has a procedure for Merger and Acquisition and Closure managed by the Corporate function that can be obtained upon request.
2.10a-b Closure, Decommissioning and Divestment	Conformance	At the time of the audit, there are no plans for closure, decommissioning or divestment of the Entity was announced. Due to the size of the Entity and the location in an industrial area as well as due to the low environmental risk, there are no plans for closure, decommissioning or sale. In the event of insolvency or sale, the German legal requirements apply.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity reports annually about its governance approach to environmental, social and economic and their impacts. The Entity has prepared a Sustainability Report which describes all activities which is available at: https://www.alimex.de/nachhaltigkeit/
3.2 Non-compliance and Liabilities	Conformance	Through internal and external audits there was no evidence of non-compliance and liabilities. If breaches of the law have occurred, they are disclosed in the Entity's Sustainability Report. There have been no violations or liabilities in recent years.
3.3a-c Payments to Governments	Conformance	Donations to political parties and business forums are published in the Sustainability Report, if applicable. A Report about payments to

CRITERION	RATING	COMMENT
		Government, including taxation and royalties are available at: https://www.alimex.de/compliance/
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	All Stakeholders have the opportunity to submit complaints, grievances and requests for information in person or online at any time. The Complaints Mechanism is available publicly and can be completed at: https://www.alimex.de/compliance/
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	A Life Cycle Assessment (LCA) of the Entity's production has been undertaken to calculate the environmental impact of Aluminium products from cradle to gate. The study has not been made publicly available, however the Entity provides LCA information upon request. Greenhouse Gas (GHG) emissions are reported in Annex A, Sustainability Report, page 41 at: https://www.alimex.de/sustainability/?lang=en
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity describes in its management documentation and on the website the closed-loop production of pure Aluminium cast plates and the ability to recycle their products at 100%. There are no other materials that could reduce the recyclability of alimex products. The Entity has evaluated the life cycle impacts of its major products. The study has not been made publicly available, however the Entity provides LCA information upon request. Greenhouse Gas Emissions are reported in Annex A, Sustainability Report, page 41: https://www.alimex.de/sustainability/?lang=en
4.2 Product Design	Conformance	The Entity mills and saw cast plates in different shapes and produce components from ingots. All plates are delivered to customers, who in turn make products from them. There is no product design required for the end user.
4.3a-b Aluminium Process Scrap	Conformance	All chips from ingot sawing and milling are sorted and melted down from external Aluminium Casting into Aluminium ingots without loss of metal.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	As the Entity produces cast plates and components from ingots, it does not collect and recycle their products at End of Life. However, the Entity collects 100% of all chips and sends them to their ingot suppliers. These suppliers melt the chips back down and produce ingots from them. The Recycling Strategy is publicly available and can be found in Appendix C, Sustainability Report, page 42: https://www.alimex.de/sustainability/?lang=en
4.4d Collection and Recycling of Products at End of Life	Conformance	As the Entity produces cast plates and components from ingots, it does not collect and recycle their products at End of Life. However, the Entity collects 100% of all chips and sends them to their ingot suppliers. These suppliers are melting the chips back down and producing ingots from them. The Recycling Strategy is publicly available and can be found in Appendix C, Sustainability Report, page 42: https://www.alimex.de/sustainability/?lang=en
5. GREENHOUSE GAS EMISSIONS		

CRITERION	RATING	COMMENT
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has established and published a Sustainability Report which includes annual GHG emissions. The data have been independently verified by an external certification institute. The report is available at: www.alimex.de/nachhaltigkeit where the data are presented on the final page.
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Conformance	The Entity has established and published a Sustainability Report which includes annual GHG emissions. The Report is available at: www.alimex.de/nachhaltigkeit and includes a GHG Emissions Reduction Plan and ensures a GHG Emissions Reduction Pathway.
5.4 GHG Emissions Management	Conformance	The Entity has demonstrated that a system and processes are in place to implement its GHG reduction targets. The GHG Management System is integrated into the Entity's Environmental Management System.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	Air emission data are collected and reported in the annual Sustainability Report, available at: www.alimex.de/nachhaltigkeit
6.2a-g Discharges to Water	Conformance	The Entity is located in an industrial area and does not discharge effluent into open water bodies such as lakes or streams and rivers. Wastewater is discharged into the public sewage system of the commercial area and from there into the municipal sewage treatment plant. Wastewater data are collected and reported in the annual Sustainability Report, in Annex B on page 42.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity periodically identifies and evaluates major risk areas of operations where Spills and Leakage may contaminate air, water, or soil. The Entity has established and implemented management and external communication plans, compliance controls and a monitoring program to prevent and detect Spills and Leakage. If Spills and Leakages occur, information related to each incident is collected and reported in the Entity's annual Sustainability Report.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	If Spills and Leakages occur, information related to each incident is collected and reported in the Entity's annual Sustainability Report.
6.5a-c Waste Management and Reporting	Conformance	Data relating to both Hazardous and Non-Hazardous Waste are collected and reported in the Entity's Sustainability Report.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has implemented a system to identify and map its water withdrawal by use, source and type. Data are collected and reported in the Entity's annual Sustainability Report. The risk of water contamination and unauthorised water use has been assessed as very low.
7.2a-e Water Management	Not Applicable	Due to the low risk regarding the location of the Entity in a commercial area with a municipal wastewater network and sewage treatment plant, a water management plan is not required.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity is located in an industrial area with no Protected Areas situated nearby. A biodiversity assessment was undertaken which determined the Entity's impact as low. The Entity implements some measures to increase regional biodiversity. These include beehives, and the planting of existing green spaces with flowering plants. These activities are documented on the Entity's website.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as the biodiversity assessment determined the Entity's impact as low. There was no observation made during the audit that the Entity's impact on Ecosystem Services in its Area of Influence would be Material.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity as the biodiversity assessment determined the Entity's impact as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable, as no Priority Ecosystem Services were identified in the biodiversity assessment, which would be primarily related to the Entity's production site located within an industrial park.
8.4 Alien Species	Conformance	The Entity's production site is located within an industrial park and all ingots, raw materials and supplies originate from European suppliers by truck. There is a very low risk of accidental or deliberate introduction of Alien Species.
8.5a-b Commitment to 'No Go' in World Heritage Properties	Conformance	This Criterion is not applicable, as the Entity does not operate in, nor plan to explore or develop New Projects in or close to World Heritage Properties. The Entity's production site is not adjacent to a World Heritage Property.
8.6a-d Protected Areas	Conformance	This Criterion is not applicable, as the Entity does not operate in, nor plan to explore or develop New Projects in or close to World Heritage Properties. The Entity's production site is not adjacent to a World Heritage Property.

CRITERION	RATING	COMMENT
8.6e Protected Areas – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity respects Human Rights and its approach to various aspects of Human Rights are addressed in the Entity's Sustainability Report and the Code of Conduct (report see: www.alimex.de/Nachhaltigkeit). The Human Rights Policy (Menschenrechtscodex) is available at: https://www.alimex.de/compliance/
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has developed and implemented policies and processes that conform to the gender equity and women's empowerment requirements. Interviews and document reviews undertaken during the audit confirm there is no indication of deliberate Discrimination against women. The Entity reports publicly on gender diversity indicators such as the number of female/male Workers. Further information is available in the Entity's Sustainability Report.
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable, as Indigenous Peoples or their lands, territories and resources are not present.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable, as Indigenous Peoples or their lands, territories and resources are not directly affected by the Entity's operations.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable, as no sacred or cultural heritage sites and values within the Entity's Area of Influence are present. Indigenous Peoples or their lands, territories and resources are not present.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable, as no sacred or cultural heritage sites and values within the Entity's Area of Influence are present. Indigenous Peoples or their lands, territories and resources are not present.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable, as the Entity did not require people to resettle/to be displaced. This was confirmed via interviews undertaken during the audit, The Entity's senior management confirmed that any displacement is not planned for New Projects or Major Changes.

CRITERION	RATING	COMMENT
9.7a-h Affected Populations and Organisations	Conformance	The outcome of the Stakeholder assessment has confirmed that there are no salient issues with Local Communities and therefore no need for direct actions.
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	All the Entity's suppliers deliver their ingots from European localities (including Norway, Germany, Italy and Romania) All other suppliers (some including ASI Certified Entities) have to sign the Entity's supplier Code of Conduct which considers issues relating to Conflict-Affected and High-Risk Areas (CAHRAs).
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	All of the Entity's suppliers deliver their ingots from European localities (including Norway, Germany, Italy and Romania) All other suppliers (some including ASI Certified Entities) have to sign the Entity's supplier Code of Conduct which considers issues relating to CAHRAs. The formalised and documented supplier rating includes several criteria to identify and assess risks in the supply chain. There is no evidence of 'red flags' for location and supply chain risks. The Entity's supplier Code of Conduct is available at: https://www.alimex.de/wp-content/uploads/2023/09/Supplier-code-of-conduct.pdf
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	All suppliers for ingots are ASI certified or have signed the Entity's Supplier Code of Conduct. This Code has been developed in accordance with the OECD Due Diligence guidance of minerals from CAHRAs.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	Appropriate to its size and circumstances, the Entity performs yearly supplier ratings. These ratings include the query for certificates such as ASI and ISO14001 to address the issues relating to risk-based Due Diligence over its Aluminium supply chain.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity's annual Sustainability Report addresses the public disclosure requirement for Conflict-Affected and High-Risk Area assessment. Further information on the supply chain are presented in Supplier ratings.
9.9 Security practice	Conformance	The Entity has engaged an external service provider who trains their employees to respect Human Rights. There was no evidence identified during the audit of not respecting Human Rights or other complaints relating to Human Rights.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has a well-established works committee, which has been established and is operated in accordance with German law. While interviewing the works council there was no evidence against Freedom of Association and right to Collective Bargaining.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable, as the right to Freedom of Association and Collective Bargaining is not restricted in the country where the Entity operates/is located.
10.2a Child Labour	Conformance	Child Labour is prohibited in Germany. Young Workers (15 to 18 years) are allowed under special protection by law. Young Workers are not

CRITERION	RATING	COMMENT
		allowed to work in hazardous working conditions. The Entity's employees and plant managers are aware of these legal regulations.
10.3a-c Forced Labour	Conformance	<p>The Entity commits itself to respecting Human Rights and expects this of its suppliers. The Entity only works with trustworthy employment agencies and does not participate in any form of Forced Labour. Deposits or security payments are neither allowed nor practiced. There is no restriction of movement at the workplace, except where required due to process or safety reasons. There is no retention of Workers' original documents and only copies of original documents are held. The time for announced termination of the working contract is regulated in the Collective Bargaining Agreement of the metal industry and by Applicable Law. Random interviews with staff members during the audit confirmed these conditions.</p> <p>The Entity's Modern Slavery Statement is publicly available at: https://www.alimex.de/compliance/moderne Sklaverei/</p>
10.4a-c Non-Discrimination	Conformance	The Entity is committed to non-Discrimination and implements the BME Code of Conduct and other policies to ensure these criteria. The Works Council operates as the independent arbitrator for any complaints relating to Discrimination.
10.5 Communication and engagement	Conformance	Direct and frequent communication with the Entity's Workers and the Workers' representatives is established. The Works Council operates as the independent arbitrator for any complaints relating to Discrimination.
10.6a-g Violence and Harassment	Conformance	The Entity has established a Code of Conduct and a Works Council and Safety Officer ensures that all labour laws are observed and no Violence and Harassment is tolerated. A statement on Violence and Harassment (Belästigung und Gewalt am Arbeitsplatz) is available at: https://www.alimex.de/compliance/
10.7a-c Remuneration	Conformance	The Entity respects the rights of Workers to a living wage and ensures that wages paid for a normal working week meet the industry standard. Working Time, payment and leave are negotiated in Collective Bargaining Agreements. The wages paid are above the living wage and are in accordance with the national industry standard.
10.8a-c Working Time	Conformance	The Entity complies with Applicable Law and industry standards on working time, public holidays and paid annual leave. Working time is part of the Collective Bargaining Agreement and each employment contract.
10.9a-b Informing Workers of Rights	Conformance	As confirmed by interviews with Workers and human resources management during the audit, the Entity's Workers are informed about Human and Labour Rights during the onboarding process and direct information through the Works Council.

11. OCCUPATIONAL HEALTH AND SAFETY

CRITERION	RATING	COMMENT
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented and communicated its Occupational Health and Safety Policy, A safety officer ensures that all requirements and specifications are implemented. Workers are trained each year on safe practices relating to work safety and chemical handling.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	Relevant Key Performance Indicators (KPIs) are monitored and documented by the Entity and published in the Sustainability Report, available at: www.alimex.de/nachhaltigkeit
11.2 Employee engagement on Health and Safety	Conformance	The Entity has implemented a joint Health and Safety Committee required under German Labour Law. Within the Committee, Workers can raise, discuss and participate in the resolution of Occupational Health and Safety issues with management. Agendas and meeting minutes are maintained.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	10 October 2023	Certification Audit - Full Certification