

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

V Global Manufacturing Limited

CERTIFICATE NUMBER
325

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

CERTIFICATION
LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**CHINA QUALITY MARK
CERTIFICATION GROUP**

DATE OF ISSUE
10 NOVEMBER 2023

DATE OF EXPIRY
9 NOVEMBER 2026

CERTIFIED SINCE
10 NOVEMBER 2023

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'John' followed by a long horizontal line.

Aluminium Stewardship Initiative Ltd
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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

V Global Manufacturing Limited is located in Chengdong Industrial Project Area (Phase III), Dehua County, Fujian Province, China.

For the production of aluminium alloy building profiles including base material, anodised profiles, electrophoretic painted profiles, powder spray profiles, spray painted profiles, and heat insulation profiles. And the manufacture of industrial aluminium alloy extrusion profiles for general industrial use, as well as aluminium alloy doors, windows and curtain wall components.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	V Global Manufacturing Limited
ENTITY NAME	V Global Manufacturing Limited
CERTIFICATION SCOPE	<p>V Global Manufacturing Limited is located in Chengdong Industrial Project Area (Phase III), Dehua County, Fujian Province, China.</p> <p>For the production of aluminium alloy building profiles including base material, anodised profiles, electrophoretic painted profiles, powder spray profiles, spray painted profiles, and heat insulation profiles. And the manufacture of industrial aluminium alloy extrusion profiles for general industrial use, as well as aluminium alloy doors, windows and curtain wall components.</p>
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-Fabrication
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	China Quality Mark Certification Group
AUDIT DATE	<ul style="list-style-type: none">12 May 2023 – 13 May 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">16 August 2023
AUDIT SCOPE	<p>The Audit Scope covers the facility of V Global Manufacturing Limited is located in Dehua County, Fujian Province, China for the production of aluminium alloy building profiles and industrial aluminium alloy extrusion profiles.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">CasthousesMaterial Conversion (Production and Transformation)Semi-Fabrication <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.

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- ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
 - ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
 - ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD 10 November 2023 – 9 November 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 10 November 2024

CERTIFICATE NUMBER 325



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

V Global Manufacturing Limited was founded in 2012 and is located in the Dehua County Industrial Park, Quanzhou City, Fujian Province, China. The company specialises in manufacturing aluminium alloy building profiles, general industrial aluminium alloy extruded profiles, aluminium alloy doors and windows, and curtain wall components. Covering an area of over 16 hectares, it is equipped with a 35 kV substation power supply system with one melting and casting workshop (two lines melting and casting production line), one extrusion workshop (nine extrusion production lines, three aging furnaces), one oxidation workshop (one oxidation electrophoresis production line), one spraying workshop (one horizontal powder spraying line and one horizontal powder paint line), one wood grain insulation workshop and one deep processing workshop. With a workforce of 400 employees, it has an annual production capacity of approximately 100,000 tonnes of aluminium alloy profiles. These products are distributed to various countries and regions, including China, Japan, Southeast Asia, Europe, and America.

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	High	High	High
RISKS	Medium	Medium	Medium	Medium
PERFORMANCE	Medium	Medium	Medium	Medium
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established a Compliance Obligation Acquisition Procedure which prescribes the legal framework and requirements they are required to comply to. The Administration and Human Resource Department is responsible for identifying Applicable Laws and regulations and evaluating Compliance annually. As of July 2022, the Applicable Laws and regulations were evaluated for compliance.
1.2 Anti-Corruption	Conformance	The Entity has established an Anti-Bribery Management Procedure and has implemented Anti-Bribery Policies, formed an Anti-Bribery management team, and implemented an assessment team to evaluate Anti-Bribery risks. This team conducts an annual review and assessment on the implementation of Anti-Bribery measures.
1.3a-e Code of Conduct	Minor Non-Conformance	The Entity has developed a Code of Conduct, including an Environmental Code of Conduct, a Social Code of Conduct, and a Governance Code of Conduct, however none of these Codes are currently publicly disclosed. The Code of Conduct was reviewed in 2023.
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has established, trained and disclosed its Policies on Environmental, Social and Governance in the ASI Management Manual. The 2023 Management Review Report has reviewed the appropriateness of each approach and no significant changes in environmental, social and governance risks have occurred. There were also no defects identified.
2.2a-c Leadership	Conformance	The Entity has appointed senior executives as ASI Management Representatives to establish, implement, maintain and improve Management Systems and to control and mobilise human, social and environmental resources according to the ASI Performance Standard. The Entity communicates their Policies internally and externally.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity has an established Environmental Management System which is ISO14001:2015 certified, whereby the certification scope includes the ASI Performance Standard Certification Scope.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has compiled the requirements of the Social Management System in the ASI Management Manual, which the management of Human Rights and Labour Rights.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has implemented a Procurement Control Procedure and the responsible procurement guidelines are available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html</p> <p>The Entity re-evaluate their suppliers annually and the evaluation of environmental, social and governance risks related to ASI must meet the requirements of the Entity's ASI policy. The Entity reviews the Policy when changes occur. There are no significant changes in the Entity's environmental, social and governance risks and no indications of any deficiencies in existing controls.</p>

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	The Criterion is not applicable, as the Entity has not implemented any New Projects or Major Changes. However, the Entity has developed Environmental and Occupational Health and Safety Evaluation Control Procedures for New Projects, which stipulate the requirements for the declaration, environmental impact and risk assessment and recording of New Projects. Environmental and social impact plans are reviewed annually or when there are indications of control deficiencies.
2.6a-h Human Rights Impact Assessment	Not Applicable	The Criterion is not applicable, as the Entity has not implemented any New Projects or Major Changes. However, the Entity has developed a Human Rights Impact Assessment Procedure.
2.7a-f Emergency Response Plan	Conformance	The Entity has both an ISO14001:2015 certified Environmental Management System and ISO45001:2018 certified Occupational Health and Safety Management System. Emergency Preparedness and Response Control Procedures have been prepared, and Emergency Response Plans have been developed for various environmental, social and safety emergencies with the participation of employees, surrounding communities, and the government. The effectiveness of the Emergency Response Plan is evaluated annually. In 2022, emergency preparedness exercises had been conducted, and no control defects had occurred. The Emergency Response Plan is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
2.8a-d Suspended Operations	Conformance	The Entity has developed Closure and Return to Work Management Procedures and reviews these procedures every five years. A review of the shutdown management process is required following any changes that result in changes in the nature and scale of environmental, social and governance risks, or indications of control deficiencies. At present, there are no signs of changes and control defects.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has developed a Merger and Acquisition Procedure that considers environmental, social and governance factors as important considerations in the implementation of any Merger and Acquisition projects. There have been no Mergers and Acquisitions since the Entity became an ASI member.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has developed the Closure, Decommissioning and Divestment Control Procedure, which specifies working procedures to consider in an effort to reduce or avoid negative environmental and social impacts in case of closure, decommissioning and divestment, based on environmental and social management requirements, such as persons, communities, associated equipment and Facilities, land and plant Facilities that may be affected. No Closures, Decommissioning or Divestment activities have occurred to date.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has developed a Sustainable Development Report which includes social responsibility issues, economic and environment performance indicators, public disclosure data, environment, labour, Human Rights, social performance indicators and product performance indicators. The Governance and Sustainable

CRITERION	RATING	COMMENT
		Development Report (annual report) is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
3.2 Non-compliance and Liabilities	Conformance	The Entity has established requirements regarding violations and liability in the ASI Management Manual. There were no violations in 2021-2022. More information is available for public disclosure in the Sustainable Development Report: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
3.3a-c Payments to Governments	Conformance	The Entity established the relevant requirements for payments (legal and contractual) to the government in the ASI Management Manual. Financial records must be maintained for each payment, and financial audits are conducted regularly to ensure that payments and amounts are legal. Annual public disclosure of the value and beneficiaries of both financial and political contributions made directly or through intermediaries is disclosed in the Sustainability Report: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established Consultation, Communication and Information Exchange Control Procedures to receive feedback from internal and external Stakeholders on corporate governance and safety, environmental protection, and other information, and to ensure that such information can be communicated promptly and processed and responded to. The procedures are reviewed annually. The complaint settlement mechanism is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has identified environmental factors and the environmental impact of the whole life cycle of Aluminium products. A Life Cycle Impact Assessment has been conducted and an Aluminium Life Cycle Environmental Impact Assessment Report has been developed.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has developed an Aluminium Life Cycle Environmental Impact Assessment Report to provide Life Cycle Assessment (LCA) information to customers with basic assumptions. The Aluminium Life Cycle Environmental Impact Assessment Report is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
4.2 Product Design	Conformance	The Entity has established a Design and Development Control Procedure and an LCA procedure for the product design process and implements the production process to ensure the realisation of these objectives to meet sustainability requirements.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented process waste targets, which are further disaggregated into each process and assessed monthly. The melting and Casting process rules are established, different types of Aluminium waste are classified and treated, and process wastes from the product is remelted and utilised.
4.4a-c Collection and Recycling of Products at End of Life - Material	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
Conversion and other Manufacturing		
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity communicates and collaborates with industry partners in accordance with Aluminium industry specifications (Ministry of Industry and Information Technology, PRC No. 6, 2020) to improve recycling and recycling rates across key product markets.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has disclosed its Greenhouse Gas Emissions (GHG) data and energy-saving activities at: https://www.vameitulvye.com/meitulvye/vip_doc/26853204.html The calculations of GHG emissions are conducted by qualified third parties and all publicly disclosed GHG emissions data of the Entity have been independently verified prior to disclosure.
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 'mid-term' emission reduction targets and refines them annually to develop improvement plans, including direct and indirect sources of emissions, and reviews the progress of the improvement plan annually. The Greenhouse Gas Emissions Targets and Implementation Plan, including new emission reduction paths, plans and progress of annual emission reduction plans is available at: https://www.vameitulvye.com/meitulvye/vip_doc/26853204.html
5.4 GHG Emissions Management	Conformance	The Entity has developed an Environmental and Occupational Health and Safety Operation Control Procedure to manage the GHG Emissions Reduction Plan. The Entity produces an annual Greenhouse Gases Emissions Report to assess actual performance in emission reduction against reduction targets.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Minor Non-Conformance	Emissions to air are quantified in the Entity's pollutant discharge permit, with quantified emission data information published on the Fujian Provincial Department of Ecology and Environment's Clean Service platform at: http://220.160.52.213:0072/fjqg The Entity has developed an atmospheric pollutants emission reduction plan, available at: https://www.vameitulvye.com/meitulvye/vip_doc/26853204.html Whilst there is no change in the risk of air pollutant discharge involving enterprises, the review period of the Air Pollutant Reduction Plan however is not specified, and the conditions as to when the plan should be reviewed are not currently specified.

CRITERION	RATING	COMMENT
6.2a-g Discharges to Water	Conformance	Water pollutants have been quantified in the Entity's discharge permit. A Water Pollutants Emission Reduction Plan and associated target have been developed and the measures to achieve these goals are reviewed once a year. The Entity provides for plans to be reviewed when there is a risk of emissions due to changes within the Entity or indications of control deficiencies. The quantitative information is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has developed a Risk Assessment Report of Environmental Emergencies, Emergency Preparedness and Response Control Procedures, and an Emergency Environmental Plan. These documents are reviewed every three years. No Spills or Leakages have occurred. The Entity publicly discloses the Emergency Environmental Accidents Risk Assessment Report with the latest version of the program at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has established a Management Manual that requires the Impact Assessment of Leakages and remedial actions undertaken be publicly disclosed and published annually on their website. No Leakages have occurred since the Entity commenced operation.
6.5a-c Waste Management and Reporting	Conformance	The Entity has developed a Waste Management Procedures, Hazardous Waste Reduction Plan and Hazardous Waste Reduction Measures. The Entity reviews the plan and measures on a quarterly basis. The Hazardous and Non-Hazardous Waste data are available at: at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	The Entity has a specific warehouse to store Aluminium ash slag, with waterproof and anti-Leakage controls. In accordance with the management requirements of local governments, the Aluminium slag is fully extracted and recycled, and the remaining residue is legally transferred and disposed of by qualified units through the Fujian Provincial Department of Ecology and Environment Solid Waste Management System.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity's production, domestic and fire water source is the municipal water supply. The water resource risk assessment and documented risk assessment results identified water-related risks as low.
7.2a-e Water Management	Not Applicable	This Criterion is not applicable, as the Entity has identified water-related risks as low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		

CRITERION	RATING	COMMENT
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has developed a Biodiversity Assessment Report which identified that there is no significant risk or impact on biodiversity and Ecosystem Services. The Entity is not located near any Protected Area and the risks are assessed as low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable, as the Entity is not located in any Protected Area, there is no significant risk and impact on biodiversity, and Ecosystem Services are assessed as low risk.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable, as the Entity is not located in any Protected Area, there is no significant risk and impact on biodiversity, and Ecosystem Services are assessed as low risk.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable, the risks to biodiversity and Ecosystem Services are identified as low, and no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity conducts annual assessments of Alien Species and takes control measures for high-risk business activities. No Alien Species have been introduced.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity does not operate within or near a location classified as a World Heritage Site and it is committed to not exploring or building New Projects at World Heritage sites. The ASI Management Manual outlines their commitment not to explore or operate within or near World Heritage sites.
8.6a-d Protected Areas	Conformance	The Entity has conducted an Environmental Impact Assessment Report which includes the surrounding natural environment, social environment, and other aspects. They are not located within or adjacent to Protected Areas.
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 has established a Human Rights Policy and developed a Human Rights Due Diligence Process and annually conducts surveys on Human Rights status and potential implications to maintain Human Rights Due Diligence records. The procedures and Human Rights Due Diligence procedures are reviewed annually and should there be any major changes or control deficiencies identified.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has established Procedures for the Protection and Management of Female Employees, conducted business ethics training, and provided training for female employees regarding sexual harassment and Discrimination in the workplace. The Gender Equality and Women's Rights Project is reviewed every five years. Information on the work undertaken by the Entity to promote gender equality is

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		available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable, as there are no Indigenous Peoples where the Entity operates. However, the Entity has established an Indigenous Protection Procedure to determine the presence of Indigenous Peoples located within the location and their interests in terms of customs, land and resources.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable, since the Entity has become an ASI Member, there have been no new renovation and expansion projects have occurred. If New Projects or Major Changes are planned, they will be implemented in accordance with international standards and the Indigenous Protection Procedures established by the Entity.
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, since the Entity has become an ASI Member, there have been no new renovation and expansion projects have occurred. If New Projects or major changes are planned, they will be implemented in accordance with international standards and the Indigenous Protection Procedures established by the Entity.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable, there are no cultural sites and religious sites affected by their operations. However, the Entity has established and implemented 'Procedures for the Disposal of Cultural Sites and Religious Sites' and 'Indigenous and Heritage Sites Survey Record Form'.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable, as there are no New Projects or significant changes that have occurred since the establishment of the Entity. However, the Entity has established Resettlement Procedures, and when New Projects are designed, the Entity will prioritise viable alternatives to avoid or minimise the displacement of populations and review the Resettlement Action Plan every five years.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has established and implemented a Stakeholder management process that invites the public, including Local Communities, customers, suppliers and other Stakeholders, to jointly evaluate impacts on land, livelihoods and use of natural resources, and reviews the process every five years without any changes or deficiencies. The implementation of the management process is included in the Sustainable Development Report, available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity does not contribute to armed conflict or Human Rights violations through its business relationships and conducts Due Diligence and risk assessments if materials originate from applicable regions. The Entity annually reviews the operations of their direct

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		suppliers of raw materials from potential Conflict-Affected and High-Risk Areas (CAHRAs).
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity maintains a Qualified Supplier List, the Aluminium ingots are mainly sourced from third party Traders. Due Diligence activities confirm the manufacturers supplying the Traders were not located in the CAHRAs. More information is available in the Human Rights Impact Assessment Report: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has established a Commitment Not to Use Conflict Minerals pledge, not to use any raw materials from conflict-torn countries and will strengthen the management of the supply chain to ensure the legitimacy and safety of raw materials sources.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The implementation of the procurement control procedures is reviewed annually by the Entity in conjunction with the internal audits of the ISO14001:2015 and ISO45001:2018 Management Systems.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity conducts Due Diligence on suppliers and Traders once a year to check whether there are operations or direct suppliers of raw materials in conflict-affected or high-risk areas that contribute to armed conflict or violate Human Rights. Information and practice performance on supply chain Due Diligence is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html
9.9 Security practice	Conformance	The Entity has implemented Security Management Provisions and provided training for security personnel to ensure they understand their responsibilities and to respect Human Rights. To date, there have no complaints or complaints received by the Entity regarding security practices.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	This Criterion is not applicable to the Entity, due to restrictions on Freedom of Association and Collective Bargaining in China.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	The Entity has established Trade Union organisations in accordance with Chinese Law, allowing Workers to freely choose their own Workers' representatives. Employee representatives are responsible for monitoring and raising issues relating to safety, health, welfare and social issues to Entity management. In accordance with national laws and regulations, Trade Unions at all levels negotiate and sign collective contracts with companies on matters such as Remuneration, working hours, rest and vacation, labour safety and health, vocational training, insurance and benefits on behalf of employees.
10.2a Child Labour	Conformance	The Entity has established and implemented the Child Labour and Underage Labour Management Procedures to prohibit and eliminate the use and employment of Child Labour and underage labour. The youngest Workers in the Entity are all over 18 years old.

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10.3a-c Forced Labour	Conformance	<p>The Entity has established and implemented Administrative Procedures for the Prohibition of Forced Labour and strictly abides by the relevant provisions of the labour law. The Entity supports and respects the principles proclaimed in the Universal Declaration of Human Rights and does not engage in Human Rights violations. There are no security deposits of any kind, no restrictions on Workers' freedom of movement in the workplace or at on-site housing, and no retention of original identification documentation as confirmed by Workers' interviews. The conditions for rescinding the labour contract are stipulated within the contract.</p> <p>The Entity's Modern Slavery Statement is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity has developed and implemented a Discrimination Management Procedure and ensures that the principle of non-Discrimination is implemented across all business activities through a Human Rights Due Diligence process. There is no Discrimination based on age, sex, or job type of employees. Training, publicity, and complaint channels have been organised to promote a culture of non-Discrimination.</p> <p>Employees who experience Discrimination can lodge a report or complaint, which will be investigated with a response to the complainant within 15 days.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has established the Consultation, Communication and Information Exchange Management Procedures to encourage employee participation in the ASI Management System and feedback on any issues.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has established procedures for the Management of Punitive Measures under which no one shall engage in or tolerate the use of corporal punishment, mental or physical coercion, Harassment and gender-based Violence, including sexual Harassment, or verbal abuse. The Entity's ISO45001:2018 certified Management System, the development of the 'management of punitive measures' procedure must be implemented in consultation with the Workers' representatives. Employees may complain and provide feedback on any alleged unfair treatment on disciplinary measures. The Entity annually conducts a Policy review. The Management of Punitive Measures is available at: https://www.vameitulvy.com/meitulvy/vip_doc/26853204.html</p>
10.7a-c Remuneration	Conformance	<p>The Entity has implemented a Wage Management Procedure, and the standard wage for employees is higher than the minimum standard set by the local government and is sufficient to meet the basic needs of employees. Payments are made to the employee's personal bank account on the 15th of each month and Overtime allowance is paid in accordance with national regulations. The Entity's Human Resources Department is responsible for explaining labour contracts to employees, so they understand their employment conditions and salaries.</p>
10.8a-c Working Time	Conformance	<p>The Entity has implemented a Working Time Management Procedure to comply with Applicable Laws and industry standards regarding working hours and public holidays. The standard working week shall not exceed 40 hours, Overtime is voluntary and does not exceed 12</p>

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		hours per week. Employees receive at least one day off for every six consecutive days of work. Both statutory holidays and paid annual leave are provided for, as stipulated by the local legislation
10.9a-b Informing Workers of Rights	Conformance	The Entity inform employees of their Rights via employee handbooks and fulfils their obligations to inform employees of their Rights through both the staff congress and their Unions. Employees are informed of their Rights and obligations through other means such as letters, webmail, phone calls and meetings.
II. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has established an ISO45001:2018 certified Occupational Health and Safety (OH&S) Management System.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity ensures all employees and interested parties are made aware of, and compliant with OH&S rules through documentation and training. The OH&S Management System is audited annually and re-certified every three years. The performance of the OH&S Management System is publicly disclosed annually on the Entity's website in conjunction with the Sustainability Report, including industry-leading and lagging indicators and practices, available at: https://www.vameitulvye.com/meitulvye/vip_doc/26853204.html
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established a Safety Management Committee to collect employee feedback on OH&S. The collection channels include suggestion boxes, staff congresses and ad hoc, informal interviews and discussions with Workers.

ASI LIMITATION OF LIABILITY DISCLAIMER

Organisations that make ASI-related claims are each responsible for their own compliance with Applicable Law, including laws and regulations related to labelling, advertisement, and consumer protection, and competition or antitrust laws, at all times. ASI does not accept liability for any violations of Applicable Law or any infringement of third-party rights (each a Breach) by other organisations, even where such Breach arises in relation to, or in reliance upon, any ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI. ASI gives no undertaking, representation or warranty that compliance with an ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI will result in compliance with any Applicable Law, or will avoid any Breach from occurring.

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	10 November 2023	Initial Certification Audit – Full Certification