

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Press Metal Sarawak Sdn Bhd

CERTIFICATE NUMBER
344

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

CERTIFICATION
LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE
SERVICES UK LTD.**

DATE OF ISSUE
22 DECEMBER 2023

DATE OF EXPIRY
21 DECEMBER 2026

CERTIFIED SINCE
22 DECEMBER 2023

AUTHORISED BY

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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

Aluminium Smelting, Aluminium Re-melting/Refining, Casthouses and Aluminium Dross Internal Recovery at Press Metal Sarawak Sdn Bhd (Sarawak, Malaysia).

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Press Metal
ENTITY NAME	Press Metal Sarawak Sdn Bhd
CERTIFICATION SCOPE	Aluminium Smelting, Aluminium Re-melting/Refining, Casthouses and Aluminium Dross Internal Recovery at Press Metal Sarawak Sdn Bhd (Sarawak, Malaysia).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium SmeltingAluminium Re-melting/RefiningCasthouses
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">18 – 20 October 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">28 November 2023
AUDIT SCOPE	<p>The Audit Scope covered Aluminium Smelting, Aluminium Re-melting/Refining, Casthouses and Aluminium Dross Internal Recovery at Press Metal Sarawak Sdn Bhd (Sarawak, Malaysia).</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Aluminium SmeltingAluminium Re-melting/RefiningCasthouses <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.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD 22 December 2023 – 21 December 2026

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 22 July 2025

CERTIFICATE NUMBER 344



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

Press Metal Sarawak Sdn Bhd. is an 80% owned subsidiary of Press Metal Aluminium Holdings Berhad ("PMAHB"), and the remaining 20% is owned by Bunga Raya Aluminium Sdn. Bhd., which is a wholly-owned subsidiary of Sumitomo Corporation ("SC"). The Entity is an aluminium smelting plant located in Mukah, Sarawak, The smelting plant is strategically located in Sarawak Corridor of Renewable Energy (SCORE), supporting the initiative of State Government of Sarawak to attract energy intensive industry to the region. The product manufactured by the facility is Aluminium Billets and the production capacity is 120,000 metric tonnes per annum.

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

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity has developed and executed a comprehensive framework encompassing Policies, systems, procedures, and processes, all designed to actively monitor and ensure Compliance with Applicable Laws. The Legal Department plays a pivotal role in providing access to legal requirements and staying ahead of legal developments. Compliance assessments are undertaken at regular intervals, involving both internal audits and inspections, as well as external audits, such as ISO audits.</p> <p>The Entity's dormitories are located within the Entity's premises and appear to be well maintained. However, there is currently no Building License or Fire Certificate available for the acquired dormitory structures. The Entity has authorised a consultant since mid-2022 to prepare and submit the required documents to local authorities to obtain the certificates captioned for the dormitories. This work is still ongoing.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity is committed to addressing Corruption through its Policies including the Anti-Bribery and Anti-Corruption Policy, Whistle-Blowing Policy, and the Code of Conduct. These Policies are easily accessible to employees through the employee handbook and the Corporate website. The Entity conducts regular training sessions to ensure employees understand and comply with these Policies. All employees formally commit to anti-corruption measures by signing the Anti-Bribery and Anti-Corruption Declaration form.</p> <p>The Policy and relevant information for Business Ethics is available at: https://www.pressmetal.com/investor-relations/corporate-governance.php and https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has established a comprehensive Code of Conduct, encompassing principles that pertain to environmental, social, and governance performance. This Code of Conduct is made available to all employees, and the Entity ensures that training related to these principles is provided to their employees. Furthermore, the Entity has also established a Supplier Code of Conduct, which it has communicated to external Stakeholders, including suppliers and contractors. These external partners have demonstrated their commitment to these principles by signing a declaration form.</p> <p>To maintain the relevance and effectiveness of these Policies, the Entity conducts periodic reviews, with revisions undertaken at least once every five (5) years. Both Policies are available at: https://www.pressmetal.com/investor-relations/corporate-governance.php</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established and implemented systems incorporating resources, procedures and processes that conform to the requirements of Environmental, Social, and Governance (ESG) Policies endorsed by the Corporate Board of Directors. The Policies are regular reviewed and updated as required, and are available at:</p>

CRITERION	RATING	COMMENT
		https://www.pressmetal.com/investor-relations/corporate-governance.php
2.2a-c Leadership	Conformance	A Management Representative has been nominated to oversee the implementation and ensure conformance with the requirements of the ASI Performance Standard. The appointment letter defines the authority and responsibilities of the role. The Entity has established an ASI Committee to support its implementation, effectiveness and Conformance to the ASI Performance Standard.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity holds a valid ISO 14001:2015 certification that is aligned with the Entity's Certification Scope description for the ASI Performance Standard.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has established and implemented a Social Management System (e.g, Human Rights, Labour Rights) and Occupational Health and Safety (OH&S). Impacts are identified and assessed and the associated management provisions for preventing and/or mitigating these impacts are established and implemented.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented the Supplier Management Program as per the OECD five-step framework guidance. Public disclosure of this is provided at: https://www.pressmetal.com/investor-relations/corporate-governance.php and includes Policies including the Supplier Code of Conduct - SCoC, Responsible Sourcing Policy, and the Annual Report with overview of its implementation.
2.5a-g Environmental and Social Impact Assessments	Conformance	<p>The Entity has undertaken an Environmental Impact Assessment (EIA) as per legal requirements before commencing operations. This included a Social Impact Assessment (SIA). The public disclosure (in the Annual Report posted on website) includes the Environmental Management Plan (EMP).</p> <p>The Entity completed a Social Impact Assessment (SIA) via a consultant in late 2023. It has been published in the national newspaper, and a summary of the Social Impact Management Plan will be incorporated into the Annual Report 2023.</p>
2.6a-h Human Rights Impact Assessment	Conformance	The Entity has conducted the Human Rights Due Diligence. The scope of the Due Diligence includes analysing the potential social impact on employees, community, and security. Subsequently, efforts were undertaken to mitigate any identified and emerging Human Rights-related risks. The Entity has established a Communication and Public Relation Department to conduct engagement with the Affected Communities and Stakeholders through programmes, activities to support education, health checks for the elderly and cultural events held for different communities. Public disclosure of the Entity's Human Rights approach is available on the corporate website and further information is available in the Annual Report 2022 at: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/158/ https://www.pressmetal.com/esg/social.php
2.7a-f Emergency Response Plan	Conformance	The Entity has established an Emergency Response Plan that aligns with ISO standards and legal requirements. These well-established emergency response strategies are the result of collaborative efforts involving various Stakeholder groups, including Local Communities,

CRITERION	RATING	COMMENT
		Workers and their representatives, and external public agencies. To ensure the preparedness of the Entity's employees, relevant training courses are provided, and regular drill exercises are conducted, which address a range of scenarios such as fire and evacuation, chemical leaks and other emergency situations. The relevant information on emergency preparedness is available in the Annual Report 2022 at: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/
2.8a-d Suspended Operations	Conformance	The Entity has a system in place to periodically evaluate risks that are related to factors that may affect business continuity. A Business Continuity Plan will be established as soon as significant business risks or situations are identified and reviewed if any changes to the Business alter the nature or scale of environmental, social and governance risks.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a management procedure for mergers and acquisitions. Due Diligence procedure for mergers and acquisitions is available, including a review of environmental, social and governance practices. There have been no mergers or acquisitions within the last four years.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has implemented a Closure, Decommissioning and Divestment (CDD) Plan. The CDD Plan outlines matters relating to environmental, social and governance which are to be included in the planning process. The CDD process includes risk assessment, budget allocation, communication with external Stakeholders, and compliance with Applicable Laws. There have been no closure, decommissioning or divestment activities at the Entity within the last four years.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Sustainability Report has been published on the corporate website at: https://www.pressmetal.com/investor-relations/reports-presentations.php The Entity annually discloses its governance approaches and its material impacts relating to environmental, social and economic sustainability.
3.2 Non-compliance and Liabilities	Conformance	The Entity's corporate website publicly discloses fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law via its corporate Sustainability Report, which covers the Press Metal Group including the Entity's Facilities.
3.3a-c Payments to Governments	Conformance	The Entity has implemented Press Metal Group's Anti-Bribery and Anti-Corruption Policy that conforms to Anti-Corruption requirements related to Facilitation Payments. The Annual Report 2022 includes Financial Statements and a declaration of Payments to Governments, available at: https://www.pressmetal.com/investor-relations/reports-presentations.php The audited Financial Statement provided by a qualified third party comprises details of tax expenses (e.g., statutory tax) and other payments, available in the notes to the financial statements.

CRITERION	RATING	COMMENT
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	<p>The Entity has implemented several platforms to allow direct engagement with Stakeholders for complaint resolution. Internally, employees can lodge their grievances by completing the grievance form or through the Employee Industry Relation (EIR) Helpline.</p> <p>Externally, the Entity has implemented a Standard Operating Procedure (SOP) to provide a framework for prompt and effective communication with Local Communities and the resolution of any grievances received.</p> <p>The Entity has established a Whistle-Blowing Policy which acts as a confidential channel for both internal and external Stakeholders to report grievances. The Policy is reviewed periodically to assess its effectiveness and is published on the corporate website as well as in the Sustainability Report, page 105: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/106/#zoom=true</p>

4. MATERIAL STEWARDSHIP

4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted a 'cradle-to-gate' Life Cycle Assessment (LCA) for their Products in accordance with the ISO 14040:2006 Environmental Management – Life Cycle Assessment Standard. The LCA results are presented in the Environmental Product Declaration (EPD), to evaluate the life cycle environmental impacts of the product: aluminium billet/alloy.
4.1b-c Environmental Life Cycle Assessment – Disclosure	Conformance	The public disclosure of the LCA is included in the Annual Report 2022 and further information about the LCA is be provided upon customer request.
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented an Aluminium remelting process and an internal Dross recovery process to recover the Aluminium content. All scrap is collected and remelted internally and/or sent to external remelting contractors. Aluminium Dross undergoes internal recovery before being delivered to external recovery facilities for further processing. Aluminium alloys and grades for recycling are identified and separated.
4.4a-c Collection and Recycling of Products at End of Life – Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	There is no local, regional or national collection and recycling system identified in Malaysia. Press Metal Corporate is a member of the Environmental Management and Circular Economy Committee of Federation of Malaysian Manufacturers, a collaborative platform for Circular Economy practices and is continuously seeking opportunities to improve their Circular Economy approach through the recycling of Post-Consumer Scrap. The Entity monitors recycling rates for Scrap products and Dross and is aiming to increase recycling rates in their respective markets for aluminium-containing Products.

CRITERION	RATING	COMMENT
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	<p>The Entity has publicly published its Greenhouse Gases (GHG) emissions data in the Annual Report 2022, pages 122 to 131: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/124/</p> <p>It includes GHG emissions of Scope 1, Scope 2, and Scope 3 as well as reduction plans. The GHG emissions are verified by an independent Third Party.</p>
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable as the Entity's Aluminium Smelting process started production before 2020.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Conformance	The Entity's smelter production commenced prior to 2020, and demonstrated that its Mine to Metal Emissions intensity is below 11.0 tCO ₂ e/t Al.
5.3a-e GHG Emissions Reduction Plans	Conformance	<p>The Entity is committed to the climate change goal of achieving carbon neutrality by 2050, consistent with a 1.5°C warming scenario. Intermediate reduction targets for GHG emissions intensity are established at 15% and 30% for 2025 and 2030 respectively with 2020 as the baseline. A GHG Emissions Reduction Plan has been developed and implemented addressing Direct and Indirect GHG emission sources.</p> <p>The Entity reviews its GHG performance monthly to assess the effectiveness of the reduction strategies. The GHG Emissions Reduction Plan as well as the Strategy and Roadmap are available on pages 118-121: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/118/</p>
5.4 GHG Emissions Management	Conformance	The Entity has established and implemented an Environmental Management System (EMS) that is ISO 14001:2015 certified. The EMS covers environmental aspects and impacts related to GHG emissions and their control. Measurement of GHG emissions is also undertaken as part of the Entity's GHG performance review. The Entity has implemented a GHG data collection and reporting system to support the measurement of its GHG performance and is reported to the Senior Management in the monthly sustainability update. An internal GHG audit was undertaken prior to the verification of GHG emissions by an independent Third Party.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has established an air emissions monitoring system that measures and reports on emissions, adhering to ISO 14001 standards and local regulations. Emissions to the atmosphere were found to be well below regulatory permissible limits. Additionally, a fume treatment system is in place to treat the flue gases before release into the environment. The Environmental Management System emphasises the need for continuous improvement in mitigation actions and controls. Further information is available at:

CRITERION	RATING	COMMENT
		https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/128/
6.2a-g Discharges to Water	Conformance	The Entity does not release any process water into the environment as it operates a closed-loop water system that recycles the water used in its processes. Wastewater discharge points are inspected by an independent third party consultant every quarter to ensure compliance with local legal discharge limits.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has assessed potential areas for Spills or Leakages through a risk assessment and maintains a registry of identified areas. No significant hazards have been detected, and the Entity has implemented procedures to prevent and address all potential risks. The Environmental Management System ensures effective management procedures, internal and external communication procedures, compliance controls, and a monitoring program to prevent and identify Spills and leaks. Additionally, the Entity has an Emergency Response Plan to manage severe Spills and leaks. The emergency action plan for Spills/leaks is reviewed during the annual EHS Management Review as well as following any Spill or Leakage incident or significant changes to the business that impact the risk of Spills and Leakages. The relevant information on emergency preparedness, including spills is available in the Annual Report 2022 at: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The annual Sustainability Report discloses any significant Spills or leaks that occur, as well as the remediation measures implemented. There were no significant Spills or Leakages in 2022.
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented an effective EMS comprising management procedures, compliance controls, and a waste monitoring program. A waste management strategy aligned with the Waste Mitigation Hierarchy has been developed by the Entity. The Entity's Waste management, which encompasses the collection, transportation, treatment, and disposal of waste is in compliance with waste-related regulations. The annual Sustainability Report provides comprehensive data on both the quantity of scheduled and non-scheduled waste generated and the methods employed for waste disposal, available at: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/
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)	Conformance	The packaging, labelling, storing and handling of Spent Pot Lining (SPL) is undertaken in accordance with local regulation requirements. The Entity has established an SPL management procedure that focuses on optimising the recovery and recycling of carbon and refractory materials. The Entity collaborates with multiple cement manufacturers to co-process the SPL into raw material for cement production. No untreated SPL is landfilled or discharged into marine or aquatic environments.

CRITERION	RATING	COMMENT
6.8a-d Dross	Conformance	The Entity ensures maximum Aluminium recovery by internally reclaiming Aluminium from Aluminium Dross generated during Casting. Any remaining or unprocessed Dross is sent to a third party for recovery, and the recovered Aluminium is then returned to the Entity. Monthly reviews and monitoring are conducted by the Entity to manage the recycling of Dross. All Dross is recycled either internally or externally, with no Dross being sent to landfill.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The World Resource Institute (WRI) Aqueduct Water Risk Atlas Tool is used by the Entity to undertake an annual water assessment to identify any potential water risks in its Area of Influence. The result indicates the Entity is not located in a water-stressed area and hence the water risk is low. The information on the Entity's water withdrawal, water use, and water discharge are available in the Sustainability Report 2022. Discharge points and water sources were confirmed through site observation, and an EIA (Environmental Impact Assessment) document was reviewed during the audit.
7.2a-e Water Management	Not Applicable	This Criterion is not applicable, as the Entity has identified its water risks as low. The Entity has additionally implemented a Water Management Plan to monitor, analyse and reduce the consumption of water.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	A Biodiversity risk assessment was undertaken as part of the Environmental Impact Assessment prior to the development and operation of the Facility. Based on the findings, the Entity's operations did not pose any significant impact on surrounding Biodiversity. Therefore, the risk and potential impacts have been identified as low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable, as the Entity has identified the risks to and impacts on Biodiversity and Ecosystem Services as low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable, as the risks and potential impacts identified are assessed and documented as low. However, the Entity has implemented a Biodiversity Management Plan, which addresses the monitoring of fluoride emissions and identifying and preventing the spread of Alien Species in Malaysian waters.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable, as no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity has conducted an ecological study inclusive of consideration of Alien Species as part of the EIA exercise, approved by the local Department of Environment. In addition, the Entity has established Biodiversity Management Plan which also covers the procedures for the assessment and management of alien species.

CRITERION	RATING	COMMENT
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity is not located in, nor adjacent to any World Heritage Properties. The Biodiversity Management Plan includes the procedures for the assessment on the World Heritage List to ensure that New Projects or Major Changes shall not be located within or adjacent to any World Heritage Properties.
8.6a-d Protected Areas	Conformance	The Entity is not located in, nor adjacent to any 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	<p>The Entity has implemented a Human Rights Policy which references the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights. The Policy was reviewed by Senior Management and is publicly available at: https://www.pressmetal.com/investor-relations/corporate-governance.php.</p> <p>The Entity has also conducted a Human Rights Due Diligence process to identify, prevent and mitigate its actual and potential impacts on Human Rights. In addition, Grievance Mechanisms are available and there were zero Human Rights related grievances received in 2022.</p>
9.2a-e Gender Equity and Women’s Empowerment	Conformance	<p>The Entity is committed to respecting Women’s Rights as outlined in the Human Rights Policy. The Entity understands and identifies women’s legal rights and interests, and has established applicable measures. A Women’s Committee has been established to oversee Women’s Rights and promote women’s empowerment.</p> <p>Gender diversity indicators including the number of female/male in the workforce and managerial roles are reviewed in the Sustainability Monthly Update. Related information is publicly available in the Sustainability Report 2022.</p>
9.3a-i Indigenous Peoples	Conformance	<p>The Entity is committed to respecting the rights of Indigenous Peoples as outlined in the Human Rights Policy and has implemented a procedure for Indigenous Peoples that integrates Free, Prior, and Informed Consent (FPIC) principles. Direct dialogue with Indigenous Peoples was undertaken during the Social Impact Assessment. Events/activities are held both internally for the employees and externally for communities to cover different cultures of Indigenous Peoples, and different religions.</p> <p>The Entity has established a Grievance Mechanism for external Stakeholders and has received zero complaints from Indigenous Peoples in 2022. The Policy, procedure and related information are publicly available in the Sustainability Report 2022.</p>
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable as no New Projects or Major Changes to existing projects were initiated after the Entity joined ASI in March 2020. However, the Entity has in place a procedure for Indigenous Peoples which incorporates the FPIC mechanism.

CRITERION	RATING	COMMENT
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 no New Projects or Major Changes were initiated after the Entity joined ASI in March 2020. The Entity has a procedure in place for Indigenous Peoples which incorporates the FPIC mechanism.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable as no New Projects or Major Changes involving displacement were initiated after the Entity joined ASI in March 2020.
9.7a-h Affected Populations and Organisations	Conformance	<p>The EIA, SIA and Human Rights Due Diligence have been conducted which include the process of identification and development of control and mitigation measures where environmental and social impacts to the Local Communities are identified.</p> <p>Procedures and control measures for the identified impacts have been established and implemented. The Entity also has implemented a grievance/complaint mechanism for the external Stakeholders and there have been no complaints received from the Local Communities. Furthermore, the Entity has developed a Local Community Communication SOP to engage and communicate with various Stakeholders effectively. The procedure outlines the CSR and programmes that focus on societal development. Information on the initiatives taken for community development is available in the 2022 Sustainability Report.</p>
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	<p>The Entity has established and implemented the Supplier Management Programme, which is formulated with reference to the ASI Performance Standard and the five-step framework of the OECD Guidance. The Programme is guided by the Responsible Sourcing Policy which stipulates the principles and guidance of Supplier Management in the procurement activities. The Supplier Code of Conduct (SCoC) outlines the principles of ethical and legally compliant business practices.</p> <p>Both Policies are publicly disclosed on the corporate website. The Policies have also been communicated to the suppliers directly wherein the suppliers are required to acknowledge their commitment to the SCoC.</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Supplier Management Program includes dissemination of the Supplier Self-Assessment Questionnaire (SSAQ) to identified key suppliers. The SSAQ covers all the relevant ESG aspects, including the 'red flag' criteria. Based on the SSAQ results and risk identification an assessment will be undertaken.

CRITERION	RATING	COMMENT
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has a procedure in place that requires engagement with suppliers to develop a mitigation plan for any identified risks which includes capacity building. The ESG performance of suppliers as well as the effectiveness of their mitigation plan will be monitored to evaluate whether the suppliers are approved or shall be disengaged. Based on the results of the risk assessment of the supply chain mapping of Bauxite mine suppliers, there are no red flags identified. Due Diligence is undertaken for key suppliers as per OECD Guidance in circumstances where there are no red flags.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity has established and implemented risk-based Due Diligence over its Aluminium supply chain in accordance with the OECD Due Diligence Guidance of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance) appropriate to its size and circumstances. Based on Supply Chain Mapping and Risk Assessment, there are no red flags identified. Due Diligence practices are undertaken by engaging suppliers through physical or virtual meetings and collecting further information from suppliers regarding their ESG performance. The Entity's Due Diligence practices were audited as part of this ASI Audit.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity has publicly disclosed its Supplier Management Program against the five-step framework of the OECD Guidance in the Sustainability Report 2022.
9.9 Security practice	Conformance	The Entity only engages in-house professionally trained auxiliary police officers who have been trained and certified in accordance with the Police Act 1967. The Entity has implemented a SOP for Auxiliary Police which outlines the responsibilities of the auxiliary police officers, including respecting Human Rights principles. In addition, all officers have received training addressing the Human Rights Policy. No Human Rights issues related to security practices were identified.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has implemented a Human Rights Policy that outlines its dedication to upholding the principles of Freedom of Association and the Rights associated with Collective Bargaining. A Women's Committee was established to oversee the Women's Rights and representatives from departments and hostels were elected to raise any Worker concern to the management.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as there is no legal restriction to the Right of Freedom of Association and Collective Bargaining in Malaysia.
10.2a Child Labour	Conformance	The Entity strictly adheres to its Human Rights Policy by refraining from employing any individuals under the age of 16, classified as Child Labour, as well as individuals between the ages of 16 to 18, known as young Workers.

CRITERION	RATING	COMMENT
10.3a-c Forced Labour	Conformance	<p>The Entity upholds a Human Rights Policy that strictly prohibits Forced Labour. It adheres to the bans on Forced Labour, Modern Slavery, and Human Trafficking, and expects the same commitment from its suppliers. Recruitment is managed through established procedures that involve hiring employees exclusively from licensed recruitment agencies or through local employment, without imposing any deposits, Recruitment Fees, or equipment advances from Workers.</p> <p>Consistent with the Entity's Human Rights Policy and Recruitment procedure, Workers are not subjected to any form of deposit or security payment. This has been verified through interviews and by reviewing the payslips of the Workers, indicating that no deductions or requirements for such payments are made by the management. Additionally, the Entity places no restrictions on the movement of Workers.</p> <p>A Modern Slavery Statement is available at: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/160/#zoom=true</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity's Human Rights Policy upholds non-discrimination practices throughout the various facets of employment, including recruitment, compensation, promotion, training, and termination. The hiring procedures, job advertisements, and training programs employed by the Entity clearly states that decisions regarding candidates are based solely on their ability to meet the job requirements, disregarding any other personal attributes.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has established a dedicated means of communication enabling employees to effectively communicate with their elected representatives. Workers are informed of the available communication channels and have unhindered opportunities to raise complaints and express their concerns regarding working conditions, as well as seek resolutions for workplace and compensation matters. Importantly, this open channel ensures that Workers can voice their opinions without any apprehension of facing retaliation, intimidation, or harassment.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has established Policies including the Code of Conduct and procedures to protect employees from any form of corporal punishment, mental or physical coercion, Harassment, gender-based violence (including sexual harassment), or verbal abuse.</p> <p>The Entity is committed to ensuring the workplace is free from Violence and Harassment and this commitment is reinforced in both the Human Rights Policy and the Code of Conduct. The Policies are available at: https://www.pressmetal.com/investor-relations/corporate-governance.php</p>
10.7a-c Remuneration	Conformance	<p>The Entity's wage structure is well-defined, and the basic wage exceeds the minimum wage set by local laws. The compensation provided for Overtime work fulfils legal obligations. Workers receive mandatory allowances. Payments are documented and disbursed punctually to all employees through monthly bank transfers. There have been no instances of payment delays, as verified through interviews with employees and a review of their payslips.</p>
10.8a-c Working Time	Conformance	<p>The Entity possesses protocols and systems for overseeing employees' work schedules. Prior to commencing Overtime work, the Entity will</p>

CRITERION	RATING	COMMENT
		seek consent from the Workers to ensure their voluntary participation. The Entity adheres to the legal and regulatory requirements regarding working hours, including Overtime and leave entitlements.
10.9a-b Informing Workers of Rights	Conformance	The Entity ensures that its Workers are aware of their Rights and has established channels for cooperation and communication with Workers. These channels include internal bulletins, the corporate website and through Worker representatives.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has established an Occupational Health and Safety (OH&S) Policy that is implemented, periodically reviewed, and communicated to Stakeholders. The OH&S Policy is available on the corporate website at: https://pressmetal.com/investor-relations/corporate-governance.php
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has established joint health and safety committees to facilitate employee engagement in addressing and resolving OH&S concerns. These committees provide a platform for employees to raise, discuss, and actively participate in matters about workplace health and safety, in collaboration with management. Disclosure on OH&S performance can be found in the Annual Report, pages 155-156: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/156/ LTIFR comparison details, page 145: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/146/ Health and Safety indicators disclosure, pages 155-156: https://www.insage.com.my/IR/interactiveAR/PMETAL/interactiveAR2022/156/
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established joint health and safety committees for employees and employer representatives. These committees provide a platform for employees to raise, discuss, and actively participate in resolving OH&S issues in collaboration with management.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	22 December 2023	Initial Certification Audit - Full Certification