

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

TALUM d.d. Kidričevo

CERTIFICATE NUMBER

335

ASI STANDARD

PERFORMANCE
STANDARD
(V3 2022)

CERTIFICATION LEVEL

PROVISIONAL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM

BUREAU VERITAS
CERTIFICATION

DATE OF ISSUE

18 DECEMBER 2023

DATE OF EXPIRY

17 DECEMBER 2024

CERTIFIED SINCE

18 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

Design and production of extrusion billets, slugs and discs, die casted, tilt casted, machined and assembled parts and heat transfer plates of aluminium and aluminium alloys (Slovenia).

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	TALUM d.d. Kidricevo
ENTITY NAME	TALUM d.d. Kidričevo
CERTIFICATION SCOPE	Design and production of extrusion billets, slugs and discs, die casted, tilt casted, machined and assembled parts and heat transfer plates of aluminium and aluminium alloys (Slovenia).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium SmeltingAluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion
ASI STANDARD	Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	<ul style="list-style-type: none">21 – 23 February 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">19 September 2023
AUDIT SCOPE	<p>The audit scope includes the design and production of extrusion billets, slugs and discs, die casted, tilt casted, machined and assembled parts and heat transfer plates of aluminium and aluminium alloys.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Aluminium SmeltingAluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion <p>All applicable criteria in the ASI Performance Standard were included in the audit scope. Whilst the Entity's Aluminium Smelting activities are no longer operating, this supply chain activity has been included in the scope to ensure associated Greenhouse Gas emissions and Waste management information, relevant to the period the Entity's smelting activities were operational, is captured.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Provisional Certification
AUDIT METHODOLOGY DECLARATION	The Auditors confirm that:

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- ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
 - ☑ 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 company'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 18 December 2023 – 17 December 2024

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 17 June 2024

CERTIFICATE NUMBER 335



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

The Entity was established in 1947 and commenced production in 1954. The Entity's Aluminium Smelting activities are currently not in operation. TALUM is an important member of the Slovenian metals industry, with respect to its importance in the export of products, number of employees and net sales revenue. In recent years, the Entity has specialised in the recycling of scrap aluminium and remelting, providing material for additional process steps, slugs and discs for the production of aerosol cans, (in particular products for the pharmacy and food industry); production of evaporators and heat exchangers, castings for technical products.

The Entity has several Management System certifications, including quality, environment, energy, health and safety, and information security.

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

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented a legal compliance system to ensure Compliance with Applicable Law.
1.2 Anti-Corruption	Conformance	The Entity works against Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing international Standards. The Entity has implemented the Talum Group Ethical Code and the Code of Rules on Corporate Integrity, available at: https://www.talum.si/en/integriteta.html
1.3a-e Code of Conduct	Conformance	The Entity has publicly disclosed the Talum Group Policy, which addresses the principles relevant to environmental, social and governance performance, available at: https://www.talum.si/en/strategija.html#politika The Code of Conduct is embedded within the Group Policy. The Code of Conduct is reviewed upon changes to Applicable Law and at least every five years.
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented the Talum Group Policy, which addresses the principles relevant to environmental, social and governance performance, available at: https://www.talum.si/en/strategija.html#politika
2.2a-c Leadership	Conformance	A Talum Group Board Member is responsible for both the Environment, Health and Safety (EHS) and Energy Committee and the Sustainability Committee, and ASI is included in this responsibility.
2.3a Environmental and Social Management Systems - Environmental	Conformance	Talum has implemented an Environmental Management System certified to ISO 14001:2015, and valid until 19 September 2025.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has implemented an Environmental and Occupational Health and Safety Management System according to ISO 14001:2015 and ISO 45001:2018. The Management System is certified against both these Standards, which also addresses social aspects as identified in the legal compliance requirements and the Entity's risk assessment.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Sourcing Policy, Code of Conduct for Business Partners of the Talum Group, available at: https://www.talum.si/en/integriteta.html
2.5a-g Environmental and Social Impact Assessments	Minor Non-Conformance	The Entity has implemented an Environmental Management System (EMS) that specifies that an environmental Impact Assessment is conducted for any Major Changes as per the EMS procedures and in accordance with legal requirements (legal permit). However, there is no evidence that social impact assessments have been conducted.

CRITERION	RATING	COMMENT
2.6a-h Human Rights Impact Assessment	Minor Non-Conformance	The Entity has specified that a Human Rights Impact Assessment is conducted as per the EMS procedures and in accordance with legal requirements (legal permit). However, there is no evidence that Human Rights Impact Assessments are conducted as required by the ASI Performance Standard.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented an Emergency Response Plan and has engaged the Community as part of its development. The effectiveness of the Emergency Response Plan is assessed regularly and training is also provided on a regular basis. The Emergency Response Plan is publicly disclosed at the entrance of the plant.
2.8a-d Suspended Operations	Minor Non-Conformance	The Entity holds an environmental permit that addresses a mandatory procedure for the potential closure of the Facility or in case of a suspension of operations. However, the Entity could not demonstrate during the audit that a Business Resilience Plan has been prepared.
2.9a-b Mergers and Acquisitions	Minor Non-Conformance	The Entity has commenced the development of a Due Diligence procedure for Mergers and Acquisitions, however, it has not yet implemented a Due Diligence process.
2.10a-b Closure, Decommissioning and Divestment	Minor Non-Conformance	The requirements for Closure, Decommissioning and Divestment are defined in the Entity's legal permit. However, the Entity has not implemented a planning process for Closures, Decommissioning and Divestment.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Minor Non-Conformance	The Entity has disclosed its environmental and sustainability data in its Annual Report: https://www.talum.si/img/projects/porocila/PDF/Letno%20poro%C4%8Dilo%20angl.%202021-povzetek.pdf However, the Entity does not yet communicate its Environmental, Social and Governance (ESG) approach, nor the major impacts related to the ASI Performance Standard in the Annual Report.
3.2 Non-compliance and Liabilities	Minor Non-Conformance	The Entity has disclosed its compliance with Applicable Law and related information in the 2021 Annual Report, Chapter 1.6.5. However, there is no statement in the English version of the Annual Report about non-compliances and liabilities, only in the Slovenian version. Annual Reports are available on the website at: https://www.talum.si/en/porocila.html
3.3a-c Payments to Governments	Conformance	The Entity has disclosed its payments to governments in its Annual Report (English version). Annual Reports are available on the website at: https://www.talum.si/en/porocila.html
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Minor Non-Conformance	The Entity has established a Stakeholder management process that is described within the Entity's internal rules and regulations and communicated via the Code of Corporate Integrity. Complaints and requests for information can be made via the general contact details published on the Entity's website. However, the Entity's complaints procedure is not yet publicly available.

CRITERION	RATING	COMMENT
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has completed Life Cycle Assessments (LCA) for all its main Products or group of Products. The LCAs are aligned with ISO 14040:2006 and ISO14044:2006.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Minor Non-Conformance	The Entity has completed Life Cycle Assessments (LCA) for all its main Products or group of Products. The summary of results is made available upon customer request, however, the overall results are not publicly disclosed.
4.2 Product Design	Conformance	The Entity has established a procedure that defines sustainability objectives for Product design and process design.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented a procedure that defines the identification, collection and separation of Aluminium and Aluminium scrap. The Entity's goals for process scrap align with the Talum Group policy for the minimisation of Aluminium Process Scrap. The Entity's Quality Committee maintain the records associated with the monitoring of process scrap.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Minor Non-Conformance	The Entity has implemented an environmental program with targets for the recycling of Products. However, an overall recycling strategy that includes specific timelines and targets for Products at End of Life has not been developed.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity cooperates with other businesses to receive material for re-melting. The collection and recycling of Aluminium scrap is addressed in the environmental permit for the Casthouse.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity communicates its energy use and Greenhouse Gas (GHG) emissions in its Annual Report, section 1.6.5.2 Environmental Management, available at: https://www.talum.si/en/porocila.html The Entity's reporting on GHG emissions to disclose Scope 1, Scope 2 and Material Scope 3 emissions is verified externally by the Slovenian Institute of Quality and Metrology SIQ.
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity, as production commenced in 1954.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Conformance	The Entity has demonstrated that the average Mine to Metal Emissions intensity is below 11 tonnes CO ₂ e per metric tonne of Aluminium. The Entity has established numerous initiatives to reduce GHG emissions and had met its European Union (EU) 2030 'Fit for 55' goal by 2020. The Entity's CO ₂ footprint is currently 8.75 t CO ₂ /t (Mine to Metal)

CRITERION	RATING	COMMENT
5.3a-e GHG Emissions Reduction Plans	Conformance	<p>The Entity has established numerous initiatives to reduce GHG emissions and had met its EU 2030 'Fit for 55' goal by 2020. The Entity reduced its total carbon footprint from Direct GHG emissions by 79% (based on the reference year 1995, which is in accordance with the 'Fit for 55' baseline).</p> <p>The Entity has disclosed its GHG emissions reduction achievements in the Annual Report, section 1.6.5.2 Environmental Management: https://www.talum.si/en/porocila.html</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity has implemented a Management System to achieve GHG emissions reductions according to the defined targets. The Entity has established numerous initiatives that has enabled it to meet its EU 2030 'Fit by 55' goal in 2020.</p>
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The Entity reports its Material Emissions to Air annually to the authorities. It also communicates the annual quantity of gaseous emissions, total dust and CO₂e emissions in its Annual Report. The Entity complies with the set goals and permissible values as defined in the environmental permit. The Entity details the control measures implemented and planned to minimise air emissions in the Annual Report 2021, page 20: https://www.talum.si/en/porocila.html</p>
6.2a-g Discharges to Water	Conformance	<p>The Entity has disclosed its Discharges to Water and the measures implemented and planned to minimise Discharges to Water in the Annual Report 2021, page 21: https://www.talum.si/en/porocila.html</p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity has established Emergency Response Plans based on detailed risk assessments. Risks associated with Spills and Leakages are assessed and preventive actions are incorporated into the Entity's Environmental Program. This was also confirmed by interviews, site observations and document review. No Spill or Leakages were recorded over the last three years.</p>
6.4a-b Public Disclosure of Spills and Leakages	Minor Non-Conformance	<p>The methodology for the communication of major incidents, including Spills and Leakages, is defined in the Entity's Safety Report. No environmental accidents, significant leaks or other similar incidents occurred in 2021 and 2022. However, the reporting of Spills and Leakages, including the absence of such incidents, is not yet disclosed in the Annual Report.</p>
5a-c Waste Management and Reporting	Conformance	<p>The Entity communicates its approach and activities regarding Waste, which is consistent with the Waste Management Hierarchy, in its Annual Report. The Entity reports the overall amount of Waste, mixed municipal waste and Hazardous Waste. Aluminium scrap is processed pursuant to the environmental permit, implementing the principles of circular economy. The reduction of Hazardous Waste is one of the main goals in the Entity's Environmental Program. Further information is available in the Annual Report 2021, page 22: https://www.talum.si/en/porocila.html</p>
6.6a-g Bauxite Residue	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>

CRITERION	RATING	COMMENT
6.7a-f Spent Pot Lining (SPL)	Conformance	The Entity's Spent Pot Lining (SPL) is stored on site in accordance with legal and permitting requirements and is collected by an authorised waste disposal company. The Entity will not continue to generate SPL upon ceasing its production of Primary Aluminium (expected in late 2023).
6.8a-d Dross	Conformance	The Entity's Dross is stored on site in accordance with the legal and permitting requirements. The Entity maintains scrap statistics which are documented in the annual waste report. Dross is sent for external recycling by an external service provider. No Dross is sent to landfill.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has mapped its water withdrawal by source and has disclosed its water data in the Annual Report, page 21: https://www.talum.si/en/porocila.html The Entity undertakes monthly evaluations of the water withdrawal and maintains water statistics. The monitoring of water-related parameters is in accordance with the environmental permit. Based on Best Available Technologies (BAT) the consumption of process water is considered low.
7.2a-e Water Management	Minor Non-Conformance	Based on Best Available Techniques (BAT), the Entity's consumption of process water is considered low. The Entity has communicated its water consumption and reduction data in the Annual Report. However, the Entity has not publicly disclosed its water management plans including future targets.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Minor Non-Conformance	The risk to Biodiversity is addressed in the Entity's risk assessment. An evaluation was undertaken several years ago as part of the Entity's legal permitting process. The Entity is required by law to evaluate the impact on the environment where a significant change to operations is made. However, there is no up-to-date Impact Assessment on Biodiversity and Ecosystem Services that meets the requirements of the ASI Performance Standard.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Minor Non-Conformance	The Entity does not have an up-to-date Impact Assessment on Biodiversity and Ecosystem Services and as such, it is not possible to determine if the Entity is likely to impact Priority Ecosystem Services.
8.2a-g Biodiversity Management	Major Non-Conformance	An Impact Assessment on Biodiversity was undertaken several years ago, however the Entity does not have an up-to-date assessment. The Entity has also not established a Biodiversity Action Plan, nor were any external experts involved in the assessment and development of this plan.
8.3a-c Management of Priority Ecosystem Services	Minor Non-Conformance	An Impact Assessment on Biodiversity was undertaken several years ago, however the Entity does not have an up-to-date assessment. on Biodiversity and Ecosystem Services and as such, it is not possible to determine if the Entity depends on Priority Ecosystem Services.

CRITERION	RATING	COMMENT
8.4 Alien Species	Major Non-Conformance	The Entity has not yet considered or evaluated the accidental or deliberate introduction of Alien Species that could have Material adverse impacts on Biodiversity and Ecosystem Services.
8.5a-b Commitment to "No Go" in World Heritage Properties	Minor Non-Conformance	The Entity is not located within areas of high natural value such as Natura 2000 or World Heritage Properties. However, the Entity currently has not developed a public commitment to "No Go" in World Heritage Properties
8.6a-d Protected Areas	Conformance	The Entity is located approximately four kilometres from an area of high natural value (Natura 2000) and six kilometres from a National Park. The impact on natural resources is monitored internally and externally at defined intervals and reported. Biodiversity is included in the EHS report as a basis for the sustainability reporting.
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	Minor Non-Conformance	<p>The Entity has implemented the Talum Group Policy, which includes the commitment to comply with Applicable Law and respect Human Rights. The Entity's business partners are expected to share this commitment. The Policy is available at: https://www.talum.si/en/strategija.html#politika</p> <p>However, whilst risk evaluations have been undertaken, an overall Human Rights Due Diligence assessment has not been completed.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses the fair attitude towards employees, and strives for an inclusive workplace culture and does not condone any form of Discrimination, including based on gender: https://www.talum.si/en/strategija.html#politika</p> <p>The Entity's business partners are expected to also establish an inclusive workplace culture and not condone any form of Discrimination in the binding Code of Ethics for Business Partners.</p> <p>Wages are paid according to qualification and not on gender. The percentage of women employees is measured and communicated internally, and activities to promote women's empowerment are established annually to coincide with International Women's Day.</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples or their lands, territories or resources present in Slovenia.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in Slovenia. Should the Facility undergo any Major Changes, the Entity is required by law to evaluate the impacts prior to receiving a public permit, which would fulfill the requirements of Free, Prior, and Informed Consent (FPIC).

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 to the Entity, as there are no Indigenous Peoples in Slovenia. Should the Facility undergo any Major Changes, the Entity is required by law to evaluate the impacts prior to receiving a public permit, which would fulfill the requirements of Free, Prior, and Informed Consent (FPIC).
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples on their lands, territories or resources present.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples on their lands, territories or resources present.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it is located within an industrial zone and Resettlement has not been required.
9.7a-h Affected Populations and Organisations	Conformance	This Entity is located within an industrial zone that contains additional free land in case of extension or expansion of the Entity. The site is neither located on nor near lands, territories or resources of Indigenous Peoples. Due to its size, the Entity plays an important role in the Local Community, is in contact with the Community and contributes to the Communities and its activities (e.g., support of a local orchestra, male choir, football club, and fire brigade). The main focus areas of the contribution to the community are the arts and humanitarianism. The Entity also supports initiatives of the local community of Ptuj (e.g., hospital, and support for the Soroptimist Ptuj club.)
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Minor Non-Conformance	The Entity has not fully conducted an overall Human Rights Due Diligence and therefore the sourcing of material from high-risk countries cannot be excluded based on an established strong Management System. The Entity confirmed during the audit that it plans to end the production of Primary Aluminium.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Major Non-Conformance	The Entity has undertaken a risk assessment that considers Human Rights. However, the Entity has not fully conducted an overall Human Rights Due Diligence that has identified and assessed risk in their supply chain.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Minor Non-Conformance	The Entity has not fully conducted an overall Human Rights Due Diligence and has not identified or assessed the risk in their supply chain to determine the requirement for a strategy to respond to such risks.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Minor Non-Conformance	The Entity has not fully conducted an overall Human Rights Due Diligence and therefore an independent third party audit, including this ASI Performance Standard Audit, cannot fully assess the Entity's Due Diligence practices.

CRITERION	RATING	COMMENT
9.8e Conflict-Affected and High-Risk Areas - Report annually	Minor Non-Conformance	The Entity has not fully conducted an overall Human Rights Due Diligence and has not annually reported on its supply chain Due Diligence.
9.9 Security practice	Conformance	The Entity's security requirements are provided by an external provider (Vargas AI) which is a subsidiary of the Talum Group. The Entity's agreement with this provider outlines a clear definition of rights and duties of the security company. The contract is based on the Slovenian law for security companies.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses the support of its employees' right of to Freedom of Association and Collective Bargaining and the regular cooperation with Union representatives, Workers' council and employees' council: https://www.talum.si/en/strategija.html#politika</p> <p>A Collective Bargaining Agreement between the Entity and the Trade Union of the Metal and Electrical Industry of Slovenia (SKEI) is in place and regulates the main elements of working conditions and contracts.</p>
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 Entity does not operate in a country that restricts the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	<p>The Entity has implemented its Code of Conduct, which addresses its zero-tolerance position on Child Labour, and requests its suppliers to also comply. The Code of Conduct is communicated on the website: https://www.talum.si/en/strategija.html#politika</p>
10.3a-c Forced Labour	Minor Non-Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses its commitment to international standards and that it does not tolerate any form of Slavery, Forced Labour or Human Trafficking: https://www.talum.si/en/strategija.html#politika</p> <p>The Entity requests the same from its business partners in the binding Code of Ethics for Business Partners, that they do not allow Slavery and comply with Applicable Laws and regulations regarding the prohibition of Forced Labour and Human Trafficking.</p> <p>Talum communicates its commitment to the implementation of the United Nations Global Compact into its strategies and performance indicators, however, it has not yet published a stand-alone Modern Slavery Statement.</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses the provision of a fair attitude towards employees, and strives for an inclusive workplace culture and does not condone any form of Harassment or Discrimination: https://www.talum.si/en/strategija.html#politika</p> <p>The Entity requests the same from its business partners in the binding Code of Ethics for Business Partners.</p>

CRITERION	RATING	COMMENT
10.5 Communication and engagement	Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses the support of its employees' right of to Freedom of Association and Collective Bargaining and the regular cooperation with Union representatives, Workers' council and employees' council: https://www.talum.si/en/strategija.html#politika</p> <p>The Entity has established direct, internal communication channels. The approach towards syndicates, the Workers' council and employees' council is communicated on the website: https://www.talum.si/en/sindik.html</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has implemented the Talum Group Policy, which addresses the fair attitude towards employees, and strives for an inclusive workplace culture and does not condone any form of Violence or Harassment: https://www.talum.si/en/strategija.html#politika</p> <p>All employees have the right and obligation to be fair, open and respectful in relation to colleagues, superiors and subordinates. The Entity requests from its business partners that they also establish an inclusive workplace culture and does not condone any form of Harassment in the binding Code of Ethics for Business Partners.</p>
10.7a-d Remuneration	Conformance	<p>The Entity has a Collective Bargaining Agreement with the Trade Union of the Metal and Electrical Industry of Slovenia (SKEI) that regulates the main elements of working conditions, Remuneration, individual and group performance premiums as well as premiums for Overtime, night shift, and annual leave. All Workers receive written contracts before commencing work that described the conditions of the work they perform. All wages are documented and paid directly to employees' bank account in a timely manner.</p>
10.8a-c Working Time	Conformance	<p>The Entity has a Collective Bargaining Agreement with the Trade Union of the Metal and Electrical Industry of Slovenia (SKEI) that regulates working conditions including the working hours, shift system, time off, work on public holidays and days off, and annual leave. Normal full-time work is 40 hours per week with two days off at the weekend.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity has a Collective Bargaining Agreement with the Trade Union of the Metal and Electrical Industry of Slovenia (SKEI) that regulates all conditions of the work. Workers can access this information also on the Entity's intranet and have access to the Union and the Workers' council and employees' council.</p>
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has established an Occupational Health and Safety (OH&S) Management System according to ISO 45001, which is integrated in the Entity's Management System. The Entity has implemented the Talum Group Policy, which includes the Health and Safety Policy. The Entity's Health and Safety targets are defined and reviewed in the regular Safety Committee meetings and the annual management review.</p>
11.1b-e Occupational Health and Safety (OH&S)	Conformance	<p>The Entity has established an OH&S Management System according to ISO 45001, which is integrated in the Entity's Management System. The Entity's OH&S Management System is reviewed at least annually</p>

CRITERION	RATING	COMMENT
Management System – Reviews and disclosure		during the integrated management review, or as required due to changes. In addition to Health and Safety Committee meetings, internal audit reviews are undertaken. Information on the effectiveness of the HSE Management System is publicly disclosed in the Annual Report 2021, page 24: https://www.talum.si/en/porocila.html
11.2 Employee engagement on Health and Safety	Conformance	The Entity's Health and Safety Committee meetings are held twice a year, where Workers can raise, discuss and participate in the resolution of Occupational Health and Safety issues with management. The Workers' council was elected and represents the Workers in Health and Safety issues.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	18 December 2023	Certification Audit - Provisional Certification