

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

JIANGSU DINGSHENG NEW MATERIALS JOINT- STOCK CO., LTD.

CERTIFICATE
NUMBER

51

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI
ACCREDITED
AUDITOR

SGS-CSTC
STANDARDS
TECHNICAL
SERVICES

DATE OF ISSUE

7 DECEMBER 2022

DATE OF EXPIRY

6 DECEMBER 2025

CERTIFIED SINCE

7 DECEMBER 2019

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'John' or similar, written over a horizontal line.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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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

Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium alloy foils at Jiangsu Dingsheng New Materials Joint-Stock Co., Ltd (China), Hangzhou Five Star Aluminium Co., Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China).

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Jiangsu Dingsheng New Materials Joint-Stock Co., Ltd.
ENTITY NAME	Jiangsu Dingsheng New Materials Joint-Stock Co., Ltd.
CERTIFICATION SCOPE	Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium alloy foils at Jiangsu Dingsheng New Materials Joint-Stock Co., Ltd (China), Hangzhou Five Star Aluminium Co., Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion (Production and Transformation)
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit (5 – 15 August 2019)Surveillance Audit (28 – 30 June 2020)Surveillance Audit (9 – 14 September 2021)Re-Certification Audit (26 – 30 September 2022)
AUDIT FIRM	SGS-CSTC Standards Technical Services
AUDIT DATE	<ul style="list-style-type: none">5 – 15 August 2019 (Initial Certification Audit)28 – 30 June 2020 (Surveillance Audit)9 – 14 September 2021 (Surveillance Audit)26 – 30 September 2022 (Re-Certification Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">26 September 2019 (Initial Certification Audit)3 September 2020 (Surveillance Audit)23 November 2021 (Surveillance Audit)31 July 2023 (Re-Certification Audit)
AUDIT SCOPE	<u>Initial Certification Audit (5 – 15 August 2019)</u> Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium

alloy foils at Jiangsu Dingsheng New Materials Joint-Stock Co.,Ltd (China), Hangzhou Five Star Aluminium Co.,Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China).

Supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication
- Material Conversion

All relevant criteria in the ASI Performance Standard were included in the audit scope.

Surveillance Audit (28 – 30 June 2020)

Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium alloy foils at Jiangsu Dingsheng New Materials Joint-stork Co.,Ltd (China), Hangzhou Five Star Aluminium Co.,Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China)

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Surveillance Audit (9 – 14 September 2021)

Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium alloy foils at Jiangsu Dingsheng New Materials Joint-stork Co.,Ltd (China), Hangzhou Five Star Aluminium Co.,Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China)

Supply chain activities included in the audit scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication
- Material Conversion

All relevant criteria in the ASI Performance Standard were included in the audit scope.

Re-Certification Audit (26 – 30 September 2022)

Re-melting, continuous casting, cold rolling, coating, slitting and oxidation process for the manufacture of aluminium alloy sheets, strips and aluminium alloy foils at Jiangsu Dingsheng New Materials Joint-stork Co., Ltd (China), Hangzhou Five Star Aluminium Co., Ltd (China) and Hangzhou Teemful Aluminium Industry Co., Ltd (China).

Supply chain activities included in the audit scope:

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- Aluminium Re-melting/Refining
 - Casthouses
 - Semi-Fabrication
 - Material Conversion

All relevant criteria in the ASI Performance Standard were included in the audit scope.

The audit has been undertaken as a combined 'desktop' and on-site exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4).

AUDIT
OUTCOME

- Certification

AUDIT
METHODOLOGY
DECLARATION

The Auditors confirm that:

- 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 Entity's defined Certification Scope.
- The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION
PERIOD

7 December 2022 – 6 December 2023

NEXT AUDIT
TYPE

Surveillance Audit

NEXT AUDIT
DUE DATE

6 June 2024

CERTIFICATE
NUMBER

51

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	The Entity has established a procedure to maintain awareness of and ensure compliance with Applicable Law. Compliance information and records of fines and complaints is available on the Government website: http://www.gsxt.gov.cn/ However, the Entity did not disclose information as required by the local security regulatory bureau and received a fine for non-compliance.
1.2 Anti-Corruption	Conformance	The Entity has implemented a procedure to address Corruption. Various actions are implemented to monitor for potential Corruption, such as the establishment of a 'tip-off' hotline, questionnaires and investigations.
1.3 Code of Conduct	Conformance	The Entity has implemented a Code of Conduct including principles relevant to environmental, social and governance performance, available at: https://www.dingshengxincai.com
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has implemented and maintained an integrated Environmental, Social and Governance (ESG). The Policy is displayed on-site at each Facility and is available on the Entity's website at: https://www.dingshengxincai.com/
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity's has an ESG Policy approved by the Entity's President and reviewed annually.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated the ESG Policy internally and externally. The Policy is displayed on-site at each Facility and is available on the Entity's website at: https://www.dingshengxincai.com/
2.2 Leadership	Conformance	The Entity has nominated a senior Management Representative as having overall responsibility and authority for ensuring Conformance with the requirements of the ASI Performance Standard, which was communicated internally. This role is supported by other senior managers.

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has an integrated Management System certified to ISO 14001.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has documented and implemented an integrated Management System certified to ISO 9001, ISO 14001, and ISO 45001.
2.4 Responsible Sourcing	Minor Non-Conformance	The Entity has implemented a Responsible Sourcing Policy and undertaken supplier evaluations and established a supplier audit plan. However, it was identified that the Entity did not identify nor take necessary action in response to one of its suppliers not complying with Applicable Law.
2.5 Impact Assessments	Conformance	The Entity has conducted environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis, for new projects or major changes to existing facilities. This process was applied to the ongoing installation of environmental protection facilities for the waste gas treatment.
2.6 Emergency Response Plan	Conformance	The Entity is certified to ISO 14001:2015 and ISO 45001:2018. The Entity has site specific Emergency Response Plans developed in collaboration with potentially affected stakeholder groups, such as Communities, Workers and their representatives, and relevant agencies.
2.7 Mergers and Acquisitions	Conformance	The Entity has established a procedure for mergers and acquisitions, including undertaking Due Diligence. Since the Entity joined as ASI Members, no mergers or acquisitions have occurred.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has established a procedure for the review of environmental, social and governance issues in the planning process for closure, decommissioning and divestment activities. Such activities have not occurred and any future activity would be publicly announced on the Entity's website.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Minor Non-Conformance	The Entity has publicly disclosed its governance approach and its Material environmental, social and economic impacts in the Sustainability Report, available at: https://www.dingshengxincai.com/channels/17.html However, there are no GHG emissions data for the

CRITERION	RATING	COMMENT
		Hangzhou Five Star Facility, in the Sustainability Report.
3.2 Non-compliance and liabilities	Conformance	The Entity has implemented a procedure to publicly disclose information via the Entity's website and the trading companies' information website (CN Info): www.dingshengxincai.com.cn and http://www.cninfo.com.cn
3.3a Payments to governments (legal and contractual)	Conformance	The Entity had implemented a procedure that prohibits improper payments to government officials. The Entity has made payments to governments on a legal basis and only tax payments have been made to the government.
3.3b Payments to governments (disclosure – bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	The Entity has an accessible Complaints Resolution Mechanism in place. Complaints can be made via the contact details available on the Entity's website: https://www.dingshengxincai.com
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Minor Non-Conformance	The Entity has evaluated the life cycle impacts of its major Products and undertaken a Life Cycle Assessment (LCA) of its Aluminium alloy foils (DS/ASI-07-2020 and WX-SJ-195). However, the assessment is not sufficient, for example, the carbon emissions data of some raw materials was not included.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity has completed a cradle-to-gate LCA report which is available upon customer request. There have been no requests to date.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity has communicated on the LCA, which is available at: https://www.dingshengxincai.com/channels/17.html
4.2 Product design	Conformance	The Entity has established clear objectives for the Product development process to enhance sustainability, including the environmental life cycle impacts of the End Product.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established the rolling yield as a key performance indicator (KPI). All Aluminium Process Scrap has been collected and reused as input into the Aluminium re-melting process.

CRITERION	RATING	COMMENT
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Entity has separated Aluminium alloys and grades for recycling.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has established a recycling strategy with objectives for the next three years. The Entity is supporting a program with the Aluminium Resource Reuse Research Institute to research and develop new application technology for recycled Aluminium.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity has established a recycling strategy with objectives for the next three years. The established goals have been fulfilled and thus a continuous increase of the recycling rate is aimed for.

PRINCIPLE 5 GREENHOUSE GAS EMISSIONS

5.1 Disclosure of GHG emissions and energy use	Minor Non-Conformance	The Entity has reported its annual GHG emissions via the 2021 Greenhouse Gas Emissions Report and 2021 Sustainability Report. The GHG Emissions Report is available at: https://www.dingshengxincai.com/upload/files/2022/9/894df250f679f6d8.pdf However, the disclosed GHG Emissions Report does not include the Hangzhou Five Star and Hangzhou Teemful Facilities.
5.2 GHG emissions reductions	Conformance	The Entity had defined a GHG emissions policy and procedures to address its legal GHG emissions requirements. GHG emissions reduction targets are established and actions have been implemented to meet the requirements.
5.3a Aluminium Smelting (management system)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE

6.1 Emissions to Air	Conformance	The Entity has quantified and reported its Emissions to Air that have adverse effects on the environment and has implemented plans to minimise these adverse impacts. Monitoring of air emissions are undertaken by a third party quarterly, and the data is available on Entity's website: https://www.dingshengxincai.com
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CRITERION	RATING	COMMENT
6.2 Discharges to Water	Conformance	The Entity has quantified and reported its Discharges to Water and implements plans to minimise adverse impacts. The Entity has publishes the wastewater treatment method on its website: http://www.dingshengxincai.com
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has an Emergency Response Plan for environmental events and Spills and Leakages risks have been identified and evaluated as part of the Plan. The Emergency Response Plan has been registered with the local government.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has established an Emergency Response Plan, which is registered with the local authorities according to national laws. Management actions associated with Spills and Leakage are included in the Plan.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Emergency Response Plan developed for environmental events addresses the process for reporting events to affected parties, including the Local Community, neighbours and the local government. Information about environmental event would also be released on the Entity's website: https://www.dingshengxincai.com/channels/123.htm ! To date, there have been no significant Spills.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity has a process to publicly disclose the Impact Assessments of any Spills and the remediation actions taken annually. All information would be published on the Entity's website: http://www.dingshengxincai.com To date, there have been no significant Spills.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has established a solid Waste management procedure, which defines the treatment process for Hazardous and Non-Hazardous Waste. The quantities of Waste and their disposal/treatment methods are published at the entrance of the Entity's Facilities each quarter.
6.5b Waste management and reporting (disclosure)	Conformance	The annual quantities of Hazardous and Non-Hazardous Waste generated by the Entity and the associated disposal methods are reported in the section on solid waste on the Entity's website: https://www.dingshengxincai.com
6.6a Bauxite Residue (storage construction)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6c Bauxite Residue (water discharge)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6e Bauxite Residue (start of the art technologies)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a Dross (recovery)	Conformance	The Entity has maximised the recovery of Aluminium by treatment of Dross and Dross Residues, and recovery results are recorded. The Entity has establishes a KPI to monitor the Production Department and for a 100% recovery of Aluminium for the Casthouse process.
6.8b Dross (recycling)	Conformance	All treated Dross Residues are transferred to external parties for re-use.
6.8c Dross (review of alternatives)	Not Applicable	The Criterion is not applicable to the Entity, as there is no landfilling of Dross residues.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has identified and mapped its water withdrawal and use by source and type in the 2021 Sustainability Report: https://www.dingshengxincai.com/upload/files/2022/9/894df250f679f6d8.pdf

CRITERION	RATING	COMMENT
7.1b Water assessment (risk assessment)	Conformance	Water-related risks in Watersheds in the Entity's Area of Influence have been identified in the Entity's 2021 Sustainability Report. A water risk evaluation was included in the EIA. The Entity's wastewater is treated on-site and discharge to the municipal sewage plant in accordance with its discharge licences.
7.2a Water management (management plans)	Conformance	The Entity has established water management plans with time-bound targets associated with recycled water usage and water consumption per tonne of production.
7.2b Water management (monitoring)	Conformance	On-line monitoring devices have been installed at the outlet of wastewater treatment facility in accordance with local government requirements.
7.3 Disclosure of water usage and risks	Conformance	The Entity has reported its water usage in the 2021 Sustainability Report, available at: https://www.dingshengxincai.com/upload/files/2022/9/894df250f679f6d8.pdf
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity is located in an industrial park developed by the local government and an Environmental Impact Assessment (EIA) was undertaken. Both this EIA and that undertaken for the Entity's construction projects have assessed the risks and Materiality of the impacts on Biodiversity from the land use and activities in the Entity's Area of Influence. According to the EIA reports, there is no protected flora or fauna in the Entity's Area of Influence.
8.2a Biodiversity management (biodiversity action plans)	Not Applicable	This Criterion is not applicable to the Entity, as the EIA determined there are no protected flora or fauna in the Entity's Area of Influence.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Not Applicable	This Criterion is not applicable to the Entity, as the EIA determined there are no protected flora or fauna in the Entity's Area of Influence.
8.2c Biodiversity management (reporting)	Not Applicable	This Criterion is not applicable to the Entity, as the EIA determined there are no protected flora or fauna in the Entity's Area of Influence.
8.3 Alien Species	Conformance	The Entity has established a procedure to prevent accidental or deliberate introduction of Alien Species that could have significant adverse impacts on Biodiversity.

CRITERION	RATING	COMMENT
8.4a Commitment to “No Go” in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.4b Commitment to “No Go” in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has implemented a signed Policy commitment to respect Human Rights, available at: http://www.dingshengxincai.com
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has implemented its social accountability procedure and undertaken Human Rights Due Diligence. The reports summarising the Entity’s Due Diligence determined that there are no adverse impacts on Human Rights associated with the Entity’s three Facilities.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has established a Human Rights Due Diligence process, which determined that there are no adverse impacts on Human Rights associated with the Entity’s three Facilities.
9.2 Women’s Rights	Conformance	The Entity has established a special protection procedure for women Workers, which reflects all applicable legal requirements. No negative feedback has been received from female Workers.
9.3 Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity’s Area of Influence.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity’s Area of Influence.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion is not applicable to the Entity, as there are no cultural or sacred heritage sites or values in the Entity’s Area of Influence.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable to the Entity, as no resettlement has been required.

CRITERION	RATING	COMMENT
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable to the Entity, as no resettlement has been required.
9.7a Local Communities (rights and interests)	Conformance	The Environmental Impact Evaluation Report indicated that the Entity's activities do not impact the Local Communities nor their use of natural resources. The Entity respects the legal and customary rights and interests of Local Communities in their lands and livelihoods, and their use of natural resources.
9.7b Local Communities (impacts)	Conformance	The Environmental Impact Evaluation Report indicated that the Entity's activities do not impact the Local Communities nor their use of natural resources. The Entity respects the legal and customary rights and interests of Local Communities in their lands and livelihoods, and their use of natural resources.
9.7c Local Communities (livelihoods)	Conformance	The Entity has established a Community Communication Procedure, which ensures protection of the customary rights and interests of Local Communities. The Entity has employed Workers from the Local Community.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has established and documented a Policy to ensure it does not contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRAs). The Entity has conducted a risk evaluation for a selection of suppliers to ensure suppliers are involved in armed conflict or Human Rights abuses in CAHRAs. None of the Entity's Facilities or its suppliers are located in CAHRAs.
9.9 Security practice	Conformance	The Entity's security provider respects Human Rights in accordance with recognised standards and good practices. The Entity has implemented a security management procedure that defines the primary role of security providers as providing protection of people, property and/or assets. The responsibilities and obligations of the security providers are defined in service contracts.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity has established a Freedom of Association and Right to Collective Bargaining Procedure. The Trade Union at the Entity has been established in accordance with local requirements.

CRITERION	RATING	COMMENT
		All Workers are free to join or not join the Trade Union.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has established a Freedom of Association and Right to Collective Bargaining Procedure. The Entity respect the rights of Workers to Collective Bargaining through the Trade Union representatives.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Conformance	The Entity has a Labour Union management procedure and holds meetings with Workers in accordance with Chinese laws.
10.2a Child Labour (minimum age)	Conformance	The Entity has implemented procedures for the control of Child Labour and young Workers, including verification of age at time of employment. No Child Labour has been employed by the Entity and the youngest Worker is over 18 years.
10.2b Child Labour (hazardous)	Conformance	The Entity has implemented procedures for the control of Child Labour and young Workers, including verification of age at time of employment. No Child Labour has been employed by the Entity and the youngest Worker is over 18 years. Due Diligence with suppliers ensures Child Labour is not used.
10.2c Child Labour (worst forms)	Conformance	The Entity has implemented procedures for the control of Child Labour and young Workers, including verification of age at time of employment. Young Workers are not exposed to hazardous work environments, nor assigned to work night shifts. No Child Labour has been employed by the Entity and the youngest Worker is over 18 years.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has implemented a Forced Labour Management Procedure and does not engage in nor support the use of Forced Labour, including Human Trafficking either directly or through any employment or recruitment agencies. Worker interviews confirm there is no Forced Labour at the Entity.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has implemented a Forced Labour Management Procedure and does not engage in nor support the use of Forced Labour. All Workers sign a labour contract, which is filed by the local government. The Entity does not require any form of deposit, Recruitment Fee or equipment advance from Workers either directly or through employment

CRITERION	RATING	COMMENT
		or recruitment agencies, as confirmed by Worker interviews.
10.3c Forced Labour (migrant workers)	Conformance	The Entity has implemented a Forced Labour Management Procedure and does not require Migrant Workers to lodge deposits or security payments at any time. The occupational health checkup fee is paid by the Entity. Worker interviews confirm that deposits or security payments are not required.
10.3d Forced Labour (debt bondage)	Conformance	The Entity has implemented a Forced Labour Management Procedure. Worker interviews confirm that the Entity pays salaries monthly and there is no Debt Bondage and Workers are not forced to work to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity does not engage in nor support the use of Forced Labour. The Entity does not unreasonably restrict the freedom of movement of Workers at the workplace or in on-site housing.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity does not engage in nor support the use of Forced Labour. The Entity does not retain the original copies of Workers' Identity Cards or training certificates.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity does not engage in nor support the use of Forced Labour. The Entity allows Workers the freedom to terminate their employment at any time without penalty, given notice of reasonable time.
10.4 Non-Discrimination	Conformance	The Entity has implemented an anti-Discrimination procedure, which defined that any kind of Discrimination is prohibited. Records on the Discrimination training have been maintained. Worker interviews confirm there is no Discrimination.
10.5 Communication and engagement	Conformance	There is a Trade union established at the Entity and Worker representatives have been elected to engage Workers and management on working conditions and compensation issues. Workers communicate with management regarding working conditions and resolution of workplace and compensation issues, without threat of reprisal, intimidation or Harassment.
10.6 Disciplinary practices	Conformance	The Entity does not engage in nor tolerate the use of corporal punishment, mental or physical coercion, harassment, and gender-based violence

CRITERION	RATING	COMMENT
		including sexual harassment, or verbal abuse of Workers. Worker interviews confirmed there is no Discrimination at the Entity.
10.7a Remuneration (living wage)	Conformance	The Entity has made wage payments monthly. Wages are composed of the basic wage, position wage, communication fee, and other allowances. The basic wage is above the local minimum wage and complies with legal requirements. Workers have confirmed that payroll slips are issued every month.
10.7b Remuneration (method of payment)	Conformance	Wages are paid by bank transfer and payroll slips issued to employees every month. Worker interviews confirmed that wages are paid timely.
10.8 Working Time	Conformance	The Entity complies with Applicable Law and industry standards on Working Time (including Overtime working hours), public holidays and paid annual leave.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has implemented an ISO 45001:2018 certified Occupational Health and Safety (OH&S) Management System, including OH&S Policy.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has implemented its OH&S Policy, which applies to Workers and Visitors.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity had implemented its OH&S Policy and OH&S Management System, which conforms with the requirement to comply with Applicable Law, international standards and relevant ILO Conventions.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity had implemented its OH&S Policy, which includes the Workers' right to understand the hazards and safe practices, and the authority to stop work if it is unsafe.
11.2 OH&S Management System	Conformance	The Entity has implemented an ISO 45001:2018 certified Occupational Health and Safety (OH&S) Management System.
11.3 Employee engagement on health and safety	Conformance	The Entity has implemented an ISO 45001:2018 certified Occupational Health and Safety (OH&S) Management System, which addresses the Workers participation and engagement on OH&S issues.

CRITERION	RATING	COMMENT
11.4 OH&S performance	Conformance	The Entity has implemented an ISO 45001:2018 certified Occupational Health and Safety (OH&S) Management System, which provides for the establishment and monitoring of KPI's.

Document Control and Version History

Revision	Date	Notes
0	8 December 2019	Issued (Initial Certification)
1	1 October 2020	Surveillance Audit
2	28 January 2022	Surveillance Audit
3	7 February 2024	Re-Certification Audit – Full Certification