

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Ye Chiu Metal Smelting Sdn. Bhd.

CERTIFICATE NUMBER
345

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**SGS-CSTC STANDARDS
TECHNICAL SERVICES**

DATE OF ISSUE
20 MARCH 2024

DATE OF EXPIRY
19 MARCH 2027

CERTIFIED SINCE
20 MARCH 2024

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

Manufacture of Aluminium alloy
ingots at Ye Chiu Metal Smelting
Sdn. Bhd. located in Johor, Malaysia.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Ye Chiu Metal Smelting Sdn. Bhd.
ENTITY NAME	Ye Chiu Metal Smelting Sdn. Bhd.
CERTIFICATION SCOPE	Manufacture of Aluminium alloy ingots at Ye Chiu Metal Smelting Sdn. Bhd. located in Johor, Malaysia.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium 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	SGS-CSTC Standards Technical Services
AUDIT DATE	<ul style="list-style-type: none">14 – 16 August 2023
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">28 November 2023
AUDIT SCOPE	<p>The audit scope covers Ye Chiu Metal Smelting Sdn. Bhd. for the production of Aluminium alloy ingots.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses <p>All applicable 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	20 March 2024 - 19 March 2027

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 20 September 2025

CERTIFICATE NUMBER 345



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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

Ye Chiu Metal Smelting Sdn Bhd (the 'Entity') is an Aluminium re-melting facility located in the Pasir Gudang Industrial Estate, Johor. The nearby sensitive receptor includes a residential area within three kilometres of the Entity. Key external Stakeholders include government/regulatory agencies, customers, suppliers and the community.

The Entity commenced operations in 1984 to produce secondary aluminium alloy ingots. Currently, the Entity has approximately 100 employees on site. Key physical features include a melting and holding furnace, casting line and stacking machine to ensure continuous production of products. The Entity has a processing capacity in excess of 40,000 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	Low	Medium	Low	Low
RISKS	Medium	Medium	Low	Medium
PERFORMANCE	Low	Medium	Low	Low
OVERALL				LOW

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity has established a Management Procedure to comply with legal requirements. Each department is responsible for collecting and reviewing laws, regulations, and standards applicable to their operations. Applicable Laws, regulations, and standards are summarised and documented.</p> <p>During the site Audit, it was identified applicable legislations (Anti-Trafficking in Persons and Anti-Smuggling of Migrants Act 2007 and Private Employment Agencies Act 1981) were not included in the documentation. However, the Audit did not identify any issues of non-Compliance.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has implemented the 'Anti-Bribery and Corruption Policy' and 'Gift Management System' for gift registration. The Bribery and Corruption risk assessment has been undertaken for each job title. Individuals with high-risk positions are required to comply with the Anti-Bribery and Corruption Policy.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has established and implemented 'Business Ethics and Code of Conduct' including principles relevant to environmental, social and governance performance, available at: http://www.yechiu.com/uploadfile/2024/0119/20240119102859550.pdf</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established an ASI Environmental, Social and Governance Policy and Procedure for 'Business Ethics and Code of Conduct', including social, environmental, and governance aspects, which is available at: http://www.yechiu.com/uploadfile/2024/0119/20240119102859550.pdf</p>
2.2a-c Leadership	Conformance	<p>The General Manager has been appointed as the ASI Management Representative. The Letter of Appointment has been reviewed for responsibility and authority.</p>
2.3a Environmental and Social Management Systems - Environmental	Conformance	<p>The Entity holds a valid ISO14001:2015 certificate from 9 November 2020 (Certificate No. EMS 00855) issued by an accredited certification body.</p>
2.3b Environmental and Social Management Systems - Social	Conformance	<p>The Entity has established a Social Responsibility Management Manual and related Procedures and training on social issues is provided to employees.</p>
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has implemented a Responsible Sourcing Policy, which is included in the Sustainability Report, page 8: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p> <p>The Entity has implemented an environmental, social and governance Due Diligence checklist to monitor the supplier's performance on environmental, social and governance. There are presently no negative findings.</p>

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, since there have been no New Projects or Major Changes to existing Facilities , as observed on-site and through interviews.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes to existing Facilities, as observed on-site and through interviews.
2.7a-f Emergency Response Plan	Conformance	The Entity had defined the Emergency Response Plan Management Procedure, in which the emergency response process was well presented. Based on on-site observations and interviews, the Entity has implemented the Emergency Response Plan Management Process. The Emergency Response Plan is available at: http://www.yechiu.com/en/uploadfile/2024/0119/20240119100758770.pdf
2.8a-d Suspended Operations	Not Applicable	The Entity has established a Suspended Operation Management Procedure. The business resilience plan is incorporated in the Suspended Operation Management Procedure. Based on on-site observations and interviews, there have been no suspensions or significant changes to operations in recent years.
2.9a-b Mergers and Acquisitions	Not Applicable	The Entity has established an Investment, Mergers and Acquisitions Management Procedure. Based on on-site observations and interviews, there have been no mergers and acquisitions.
2.10a-b Closure, Decommissioning and Divestment	Not Applicable	The Entity has established a Closure, Decommissioning and Divestment Management Procedure. Based on on-site observations and interviews, there has been no closure, decommissioning or divestment activities.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Sustainability Report outlines the Entity's governance approach to managing environmental, social and economic impacts and presents Material impacts in these areas. The Sustainability Report is available at: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf
3.2 Non-compliance and Liabilities	Conformance	There are no significant fines, judgments, penalties, or non-monetary sanctions for non-Compliance on relevant official websites of government agencies and Non-Government Organisations (NGOs). This is publicly disclosed in the Sustainability Report, page 12: https://www.yechiu.com/kindeditor/attached/file/20230731/20230731021009_11171.pdf
3.3a-c Payments to Governments	Conformance	The Entity has established an Anti-Bribery and Corruption Policy to guide all of the Entity's business and external activities, including but not limited to contacts with government departments. The Communication Management Procedure outlines the processes to contact and make payments to the government on to legal and contractual basis (e.g. taxes, insurance and fines). Payments made to the government on a legal and contractual basis are disclosed in the Sustainability Report, page 12: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf

CRITERION	RATING	COMMENT
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has defined a Communication Management Procedure to communicate with internal and external Stakeholders. The Entity's complaint channel via the hotline/email is accessible at: http://www.yechiu.com/en/index.php?m=content&c=index&a=lists&catid=98
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted a Life Cycle Assessment (LCA) (cradle-to-gate) for Aluminium alloy ingot Products aligned in accordance with ISO 14044:2006.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has conducted a LCA (cradle-to-gate) for Aluminium alloy ingot Products aligned in accordance with ISO 14044:2006. There have been no customer requests for the LCA however it will be provided on 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 established an Aluminium Process Scrap Management Procedure, which includes the flow chart for the management of Aluminium Process Scrap. Based on on-site observations and interviews, it is confirmed that most of the Aluminium Process Scrap generated is recycled and recovered in order to achieve the maximum recovery rate.
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	The Entity's main business is focused on remelting and refining, with all raw materials being 100% Scrap. They regularly analyse data on the percentage of finished Products sold and raw materials purchased. The recycling rate for the local market is currently 46 per cent.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has reported and published where Material, energy use and Greenhouse Gas (GHG) Emissions by source on an annual basis. Detailed information is available in the Sustainability Report, pages 15-16: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf Energy and GHG Emissions data have been independently verified by a Third Party according to ISO 14064-1: 2018. The Greenhouse Gas Verification Statement was assessed on-site with the available Statement of Conformance.
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a-e GHG Emissions Reduction Plans	Conformance	<p>The Entity has set an Intermediate Target of a 6% reduction in GHG emissions (all direct and indirect emissions) from 2023 to 2028, compared to 2022 baseline data. The detailed actions are disclosed in the Sustainability Report, pages 15-16, https://www.yechiu.com/kindeditor/attached/file/20230731/20230731021009_11171.pdf</p> <p>Based on on-site interviews, it was verified the Entity reviews the GHG Emissions Reduction Plan annually and reviews the GHG Emissions Pathway when any changes to the Business will alter the baseline or targets.</p>
5.4 GHG Emissions Management	Conformance	The Entity has established a Greenhouse Gases Information Management Procedure. The Entity has obtained ISO 14001:2015 certification to align with the GHG Emissions Reduction Plan and targets.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The Entity has established a Management Procedure for its air pollution control system, specifically for the requirements of the bag filtering operation. The Entity has two exhaust ports, and the primary pollutants of concern include particulate matter, SO₂, and NO_x as stated in the Environmental Impact Assessment Report. The Entity publishes Material Emissions to Air annually in the Sustainability Report, pages 16-17: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p> <p>The Environmental Quality (Clean Air) Regulation 2014 is the regulatory standard for emissions to the air and/or local air quality (atmospheric) standards. The Emissions Reduction Plan complies with this regulation and the Plan is reviewed at least once every five years.</p>
6.2a-g Discharges to Water	Conformance	<p>The Entity does not have industrial effluent discharge, only sewage discharge. Water used in the cooling of ingots is recirculated for usage. Sewage monitoring is conducted monthly by an accredited laboratory. The water balance map shows the amount of water used and discharged. Domestic sewage is treated in a septic tank before discharge, and sewage discharge is within the regulatory limits. Clean wastewater is treated by oil and water separators.</p> <p>The Entity annually quantifies and publicly discloses Material Discharges to Water and those within its Area of Influence. Detailed data are available in the Sustainability Report, pages 19-20: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p>
6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	Local legislation requires the Entity to report to the Department of the Environment when a sewage leakage occurs, but the risk management plan for sewage leakage did not include a communication plan and the type of communication to be used. It was also identified the risk management plan for sewage leakage does not currently comply with legal requirements.

CRITERION	RATING	COMMENT
6.4a-b Public Disclosure of Spills and Leakages	Conformance	Information on Spills and Leakages is disclosed in the Sustainability Report. Based on on-site observations and interviews, it was confirmed there have been no significant Spills/Leakages.
6.5a-c Waste Management and Reporting	Conformance	The Entity quantifies and publicly discloses the quantity of Hazardous (scheduled waste) and Non-Hazardous Waste generated from its activities: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf Hazardous (scheduled waste) and Non-Hazardous Waste (general waste) are transferred to landfilled by licensed Contractors by the Department of Environment.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	A risk assessment has been conducted to identify potential hazards related to spillage and leakage of Dross. As part of this process, there is no leaching of Dross, and all Dross is appropriately managed to prevent any environmental impact. The Dross and Dross residues are fed into a rotary furnace to maximise Aluminium recovery. Alternative options for landfilling of Dross residues are reviewed annually to ensure the most sustainable approach is taken.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has identified, documented and publicly disclosed its water withdrawals and use by source and type, and assessment of water-related risks in Watersheds in the Entity's Area of Influence on an annual basis. See the Sustainability Report, pages 19-20: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf The assessment of water-related risks in Watersheds in the Entity's Area of Influence demonstrates that there are no significant water-related risks.
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as the risk assessment of water-related risks in Watersheds within the Entity' Area of Influence did not identify any significant water-related risks.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	A third-party consultant has assessed the risk and potential impacts on Biodiversity and Ecosystem Services from the land use and activities within the Entity's Area of Influence. The result of the assessment indicates that the area can be considered of low biodiversity value. Therefore, the risk and potential impacts on Biodiversity and Ecosystem Services from the land use and activities within the Entity's Area of Influence are low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the identified risks and potential impacts for Biodiversity and Ecosystem Services are documented as low.

CRITERION	RATING	COMMENT
		However, the Entity has undertaken a systematic review, in consultation with where possible, the participation of Affected Populations and Organisations, to identify Priority Ecosystem Services that are relevant to Affected Populations and Organisations.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the risks and potential impacts identified for Biodiversity and Ecosystem Services are documented as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as the risks and potential impacts identified for Biodiversity and Ecosystem Services are documented as low. The Entity was constructed in an industrial area, and therefore inherently has avoided designated protected and environmentally sensitive areas.
8.4 Alien Species	Conformance	The Entity has established an Alien Species Management Procedure to prevent the introduction of Alien Species and has assessed the impact and risk of introducing Alien Species through the importation of Scrap.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	<p>The commitment not to explore or develop New Projects or make Major Changes in World Heritage Properties is included in the Entity's construction Environmental and Social Impact Assessment (ESIA) Management Procedure.</p> <p>The Entity is located in an industrial area in the south-eastern corner of Pasir Gudang city and therefore avoids designated protected and environmentally sensitive areas. The World Heritage List was reviewed and found that there are no World Heritage Sites located in Pasir Gudang.</p>
8.6a-d Protected Areas	Conformance	The Entity is located in an industrial in the south-eastern corner of Pasir Gudang city to avoid designated protected and environmentally sensitive areas. There are no Protected Areas within its Area of Influence.
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 conducts Human Rights Due Diligence both internally and externally. The Human Rights Policy is available at: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p> <p>The internal report and supplier Due Diligence checklist were reviewed however, it was confirmed that the issue of Forced Labour was not addressed in the contract between the Entity and one specific private employment agency.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has a defined Policy statement expressing a commitment to respect Human Rights in its Business Ethics and Code of Conduct, including the promotion of gender equity and the empowerment of women. All employment practices, contracts, training, engagement

CRITERION	RATING	COMMENT
		<p>processes, and management activities were conducted based on the principles of gender equity. There was no evidence of Discrimination, violence, or harassment based on on-site interviews.</p> <p>Information on the effectiveness of the Entity's effectiveness in promoting gender equity can be found in the Sustainability Report, page 21: https://www.yechiu.com/kindeditor/attached/file/20230731/20230731021009_11171.pdf</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the area where the Entity operates. Based on on-site observations and interviews, the Entity is located in an industrial area in the south-eastern corner of Pasir Gudang.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	<p>This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area where the Entity operates, and no New Projects or Major Changes have been initiated.</p> <p>However, the Entity has established an Indigenous Peoples Protection Management Procedure to ensure the protection of Indigenous Peoples' rights and interests, including establishing a communication and consultation processes with Indigenous Peoples.</p>
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 present in the area where the Entity operates and additionally, no New Projects or Major Changes have been initiated.
9.5a Cultural and Sacred Heritage - Identification	Conformance	There are no cultural or sacred heritage sites near the Entity, according to testimonies and online research, and due to its location in an industrial area. The Entity's Environmental Impact Assessment Report did not identify any cultural or sacred heritage sites.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples present in the area where the Entity operates.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes initiated that require displacement.
9.7a-h Affected Populations and Organisations	Not Applicable	<p>This Criterion is not applicable, as the Entity is located in an industrial area, and no Affected Populations or Organisations have been identified.</p> <p>However, the Entity has established Procedures for managing the closure, decommissioning, and divestment of its operations, including the management of suspended operations. These Procedures ensure that the legal and customary rights and interests of any Affected Populations and Organisations are respected, particularly in regard to their lands, livelihoods, and use of natural resources. The Entity has conducted a Human Rights Due Diligence assessment, which includes an evaluation of potentially affected communities.</p>

CRITERION	RATING	COMMENT
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has implemented a Responsible Sourcing Policy, available at: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf The Entity conducted supplier Due Diligence in support of the Responsible Sourcing Policy. The Entity has established a Supplier Due Diligence Management Procedure that requires conducting Due Diligence on suppliers regarding environmental, social, and governance issues.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has established a Supplier Due Diligence Management Procedure that requires conducting Due Diligence on suppliers regarding environmental, social, and governance issues. The Entity has provided a checklist for review and a summary report of the Due Diligence process. It was verified that the source of the raw materials supplied did not originate from Conflict-Affected and High-Risk Areas (CAHRAs).
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, it was verified the source of the raw materials supplied to the Entity does not come from (CAHRAs), and no negative findings were found. The supplier's Due Diligence response indicated that no material was sourced from CAHRAs.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity has defined the Supplier Due Diligence Management Procedure, in which, the Entity conducts supplier Due Diligence on environmental, social and governance issues and the checklist was provided for review. The Entity had provided a summary report of Due Diligence. The ASI Performance Standard Audit addresses this criterion of the Standard.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Supplier Due Diligence process and any key findings is included in the Sustainability Report, available at: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf
9.9 Security practice	Conformance	The Entity has established a Security Guard Management Procedure. This procedure clearly defines the duty to respect Human Rights when working with private, in-house, and public security providers. Interviews and on-site observations demonstrated that the Entity's employees are aware of the requirements and that the security guards understood their duties.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity had established a Social Responsibility Management Manual which includes Freedom of Association and the Right to Collective Bargaining. There is currently no Labour Union at the Entity, but a Worker representative is elected.
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 Freedom of Association and Collective Bargaining are not restricted or limited in Malaysia.
10.2a Child Labour	Conformance	The Entity has established a Social Responsibility Management Manual and Recruitment and Selection Management Procedure that strictly prohibits the use of Child Labour. As part of the recruitment process,

CRITERION	RATING	COMMENT
		Human Resource officers carefully check the age of applicants to ensure that they meet the requirements. The Social Responsibility Management Manual outlines a remediation plan if a case of Child Labour is found. Document review and interviews confirmed that no Child Labour is present in the Entity, with the youngest Worker being born in 2003.
10.3a-c Forced Labour	Conformance	<p>The Entity has established a Social Responsibility Management Manual that prohibits Forced Labour. The Modern Slavery Statement is disclosed in the Sustainability Report: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p> <p>Based on interviews with Workers, confirmed that there is no Forced Labour present in the Entity.</p>
10.4a-c Non-Discrimination	Conformance	The Entity has defined in its Social Responsibility Management Manual that no Discrimination is allowed. Based on interviews with employees and review of documentation, no Discrimination has occurred in the Entity. The Entity provides training on the Code of Conduct and displays the Environmental, Social and Governance Policy on-site to promote a culture of non-Discrimination.
10.5 Communication and engagement	Conformance	The Entity has established a Communication Management Procedure where a direct communication channel for Workers to voice concerns. Based on interviews, it was verified that Workers were aware of the communication channels available to them and have unrestricted access to lodge complaints, express their concerns about working conditions, and resolve workplace and compensation issues without fear of retaliation, intimidation, or harassment.
10.6a-g Violence and Harassment	Conformance	<p>The Entity has implemented a Respect Human Rights Policy that addresses Violence and Harassment, see the Sustainability Report, page 7: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf</p> <p>The Entity has implemented the Policy by providing training for all employees, and well-defined Management Procedures. Interviews with employees demonstrated that Workers are aware of how to prevent Violence and Harassment in the workplace. In addition, there is currently no negative feedback received relating to Violence and Harassment.</p>
10.7a-c Remuneration	Conformance	The Entity has established a social responsibility management manual, which presents Remuneration in accordance with local legal requirements. The Entity's wage structure is clearly defined in the employment contract, with the basic wage higher than the legal minimum wage. Employees are registered with the Social Security Organisation (SOCSO) which is a statutory insurance scheme. Pay slips were provided for review, with no negative findings. Wages are paid on the 7 th of each month.
10.8a-c Working Time	Minor Non-Conformance	The Entity has established a Social Responsibility Management Manual which outlines the requirement for working hours to meet the local legal standards. According to the manual, working hours must comply with legal regulations, such as providing a mandatory rest day per seven-day period.

CRITERION	RATING	COMMENT
		However, a review of site employee attendance records has revealed that one employee did not have a single day off after a seven-day work period.
10.9a-b Informing Workers of Rights	Conformance	The Entity has established a Social Responsibility Management Manual which outlines that the Entity should respect the Human Rights of all employees, and the contract must inform Workers of their rights. Training records on workers' rights were provided for review at the audit and based on interviews with employees, Workers are aware of and know their rights.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	A documented Occupational Health and Safety (OH&S) Management System applicable to all Workers and Visitors has been implemented. The Entity hold ISO 45001:2018 certification, issued by a Third Party, valid until September 2025.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity reviews the OH&S Management System annually through the management review process. The Entity's OH&S performance is disclosed via leading and lagging indicators and comparative analysis with national OH&S data. These data are disclosed in the Sustainability Report, page 24: http://www.yechiu.com/uploadfile/2024/0119/20240119101426161.pdf
11.2 Employee engagement on Health and Safety	Conformance	A documented OH&S Management System applicable to all Workers and Visitors. The Health and Safety Committee includes both senior management and employee representatives, who meet every three months to discuss OH&S issues. During these meetings, employee representatives have the opportunity to communicate directly and in-person with senior management.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	20 March 2024	Initial Certification Audit – Full Certification