
ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

THAI BEVERAGE CAN (THAILAND)

CERTIFICATE
NUMBER

134

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

CETIZION
VERIFICA

DATE OF ISSUE

10 MAY 2022

DATE OF EXPIRY

9 MAY 2025

CERTIFIED SINCE

22 JUNE 2021

AUTHORISED BY

A stylized, handwritten signature in black ink, appearing to be 'J. H.', followed by a horizontal line.

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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 can body and end for
beverage and beer industry at the Thai Beverage
Can facility, Thailand.

SUMMARY AUDIT REPORT

PERFORMANCE

STANDARD

OVERVIEW

MEMBER NAME	Thai Beverage Can Ltd.
ENTITY NAME	Thai Beverage Can (Thailand)
CERTIFICATION SCOPE	Manufacture of aluminium can body and end for beverage and beer industry at the Thai Beverage Can facility, Thailand.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material 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 (24 – 31 March 2021)Surveillance Audit (7 – 11 March 2022)Surveillance Audit (22 – 23 November 2023)
AUDIT FIRM	CETIZION Verifica
AUDIT DATE	24 – 31 March 2021 (Initial Certification Audit) 7 – 11 March 2022 (Surveillance Audit) 22 – 23 November 2023 (Surveillance Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">2 June 2021 (Initial Certification Audit)21 April 2022 (Surveillance Audit)14 May 2024 (Surveillance Audit)
AUDIT SCOPE	<p><u>Initial Certification Audit (24 – 31 March 2021)</u></p> <p>The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.</p> <p>The supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p> <p>At the time of the Audit (March 2021), access to the site was not possible, due to COVID-19 related travel restrictions. The Audit has been undertaken as a 'desktop' exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.</p>

Surveillance Audit (7 – 11 March 2022)

The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.

The supply chain activities included in the audit scope:

Material Conversion (Production and Transformation)

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope with a focus on Criteria previously rated as Unable to Rate and those influenced by significant development, legal requirements and/or considered material.

Surveillance Audit (22 – 24 November 2023)

The audit scope covers Thai Beverage Can (Thailand) for the manufacture of aluminium can body and end for the beverage and beer industry.

The supply chain activities included in the audit scope:

Material Conversion (Production and Transformation)

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope with a focus on Criteria previously rated as Unable to Rate and those influenced by significant development, legal requirements and/or considered material.

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

10 May 2022 – 9 May 2025

NEXT AUDIT
TYPE

Surveillance

NEXT AUDIT
DUE DATE

22 November 2024

CERTIFICATE
NUMBER

134

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has identified applicable legal requirements and periodically monitors its compliance status. The Entity is currently in compliance with all relevant legal requirements.
1.2 Anti-Corruption	Conformance	The Entity has defined Anti-Corruption requirements in the Code of Conduct and Employee Manual. No reported incidents related to Corruption have occurred.
1.3 Code of Conduct	Conformance	The Entity's Code of Conduct has been signed by the Chairman in both Thai and English languages. It is communicated to Employees via email, on display and in classroom/virtual training. The Code of Conduct is available on the website: https://thaibeveragecan.com/standard-system
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has developed an integrated Policy covering quality, legal compliance, environment and health and safety as part of its Management System framework. The Policies are available on the website: https://thaibeveragecan.com/standard-system
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	Senior management (represented by the Chief Executive Officer (CEO)) has endorsed the Policies, provided resources, assigned responsible personnel, and periodically reviewed their implementation.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated the Policies via training, email and banner display, The Policies are available on the website: https://thaibeveragecan.com/standard-system
2.2 Leadership	Conformance	The Entity has assigned responsible personnel from various departments, led by senior management, to ensure effective implementation of the ASI Performance Standard.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity's Management System is certified to ISO 14001:2015. The certificate is available on the website: https://thaibeveragecan.com/standard-system
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has developed and implemented its Social Management System generally in accordance with Thai labour laws.

CRITERION	RATING	COMMENT
2.4 Responsible Sourcing	Conformance	The Entity has developed a Supplier Guidance Principle (SGP), last reviewed in March 2023, that addresses Aluminium and other direct material suppliers. Suppliers have communicated and acknowledged the SGP, which is also published on the Entity website. There is a practice of annual supplier commitment to the 'Supplier Code of Conduct', and a performance tracking sheet is maintained.
2.5 Impact Assessments	Conformance	The Entity has developed internal systems and processes to evaluate environmental, social and governance (ESG) risk as part of project Impact Assessments.
2.6 Emergency Response Plan	Conformance	The Entity has developed an Emergency Response Plan (ERP) as per Thai legal requirements, considering all possible emergency scenarios. Periodic emergency drills are conducted to validate the ERP. There have been no emergency situations over the past year. Team members are trained on the ERP and response, and the plan is communicated to internal and external stakeholders. The drill report is prepared and sent to Government authorities (Department of Labour).
2.7 Mergers and Acquisitions	Conformance	The Entity has developed Due Diligence requirements covering Environmental, Social and Governance (ESG) as part of its business conduct for any future Mergers and Acquisitions (M&A). There has been no M&A activity in past years.
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has developed Due Diligence requirements covering Environmental, Social and Governance (ESG) as part of its business conduct covering any future closure, decommissioning and divestment decision. There has been no closure, decommissioning or divestment in past years.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity has developed a Sustainability Report for the January to December 2022 period, and it is available on the website: https://thaibeveragecan.com/reports/ The report includes information such as TBC's key sustainability achievement during the year 2022, working towards UN-SDG, TBC Sustainability Goals 2030, and materiality issues (a total of 17 numbers).
3.2 Non-compliance and liabilities	Conformance	There are no reported Non-Compliance and liabilities, including significant fines, judgments,

CRITERION	RATING	COMMENT
		penalties, and non-monetary sanctions for failure to comply with Applicable Law. The Entity has internal monitoring at a defined frequency for various performance areas like safety, environment, and labour/human resources.
3.3a Payments to governments (legal and contractual)	Conformance	Statutory payments made to provincial and other Government authorities use external signage, the company name, and the logo. No payments to the Government except for income tax, contract obligation, and social security were observed.
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	<p>The Entity had developed a procedure addressing stakeholder complaints, grievances and requests. Complaints can be received via the website: https://thaibeveragecan.com/contact-us or through the Hotline: +66(0)36373600.</p> <p>No external grievance or request for information has been received in recent years.</p> <p>There are dedicated personnel responsible for handling internal grievances. Grievances and their status are also discussed in the monthly welfare committee (every three weeks), chaired by a senior leadership team and worker representatives. The meeting minutes are emailed to all employees.</p>
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	<p>The Entity is undertaking a multistakeholder initiative to assess life cycle alternative packaging (aluminium, glass, paper, PET bottle) following 'cradle to cradle', including raw material acquisition, manufacturing, transportation, and end-of-life, including recycling. It covers both the body stock and the can end.</p> <p>The public disclosure of the LCA executive summary is available at: https://thaibeveragecan.com/reports/</p>
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity conducted a Life Cycle Assessment (LCA) of its major product size/category – the 0.33L Can Body and Can End (complete product). The study provided adequate cradle-to-gate LCA information.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	<p>The Entity's Life Cycle Assessment (LCA) report contains information on the approach, methodology, underlying assumptions, and system boundaries.</p> <p>The LCA report is available on the website: https://thaibeveragecan.com/reports</p>

CRITERION	RATING	COMMENT
4.2 Product design	Conformance	The Entity and Ball Corporation (Joint Venture partner) have a technology transfer agreement. There is a three-year roadmap to improve product efficiency through thinner gauge and circular economy concepts.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established Key Performance Indicators (KPIs) and targets for reducing Aluminium Process Scrap. The targets vary from production lines and depend upon product mix and production volumes, which are monitored and reported at the plant level. All process scrap is collected and sent for recycling following instructions for segregation (ordinary and printed scrap) and bailing.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	All Aluminium Process scrap is collected separately in blank and lacquered Aluminium (coloured) as per the designated 'class', compressed, and sent for recycling to foil manufacturers and/or recyclers.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has developed a strategy to contribute to a multi-stakeholder initiative within Thailand in order to improve the recycling rate and collection of Used Beverage Cans (UBC). The Memorandum of Understanding (MoU) brings together government, raw material manufacturers, recycling facility operators and industry associations.
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	The Entity has engaged with recycling facility operators, corporate brands and community awareness programs to improve the collection and recycling of Used Beverage Cans (UBC) at the end of life. For further information, refer to: https://thaibeveragecan.com/mou-transparency-of-aluminium-can-closed-loop-recycling
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has calculated its Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions, which are reported on pages 20, 23 & 24 of the Sustainability Report: https://thaibeveragecan.com/reports/ The GHG inventory backup data (consumption, emission factors, etc.) are available at TGO: https://thaicarbonlabel.tgo.or.th/index.php?lang=TH&mod=Y0hKdlpIVmpkSE5mWlcxcGMzTnBiMjQ9
5.2 GHG emissions reductions	Conformance	The Entity has developed a reduction plan for GHG emissions (scopes 1, 2 & 3) by 2030 in absolute numbers over the base year 2021 and achieve carbon neutrality by 2050.

CRITERION	RATING	COMMENT
		From June 2023, an additional 3 megawatt (MW) solar rooftop plant was made operational, totalling 4 MW of operational Renewable Energy, and the monthly electricity generated is tracked.
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 identified emission points (including stacks) that are periodically monitored by an accredited laboratory in accordance with Thai law. The Entity implements measures to reduce Emissions to the Air, including replacing combustion burners with high-efficiency burners.
6.2 Discharges to Water	Conformance	Wastewater is discharged to the industrial estate authority's effluent treatment plant. The Entity has installed flow meters to measure Discharges to Water, including total wastewater discharge after primary treatment. Discharged wastewater is monitored for water quality, including biological and chemical oxygen demand.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has completed a Spills and Leakage risk assessment as defined in relevant procedures and work instructions.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has trained employees and assigned responsibilities for effectively managing Spills and Leakage. Periodic mock drills are conducted to check conformance with the Emergency Response Plan. Operative instructions have been documented, monthly pipeline and chemical storage area, records entered in internal ERP tool, checked preventive maintenance program record verified. During the plant visit, no spillage/leakage was found.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Entity has developed an Emergency Plan and supporting risk assessment with work instructions for the immediate disclosure of Spills.
6.4b Reporting of Spills (regular reporting)	Conformance	The Entity has implemented reporting mechanisms including a part of daily plant visits, six monthly

CRITERION	RATING	COMMENT
		reports to the Government, and the Annual Sustainability Report.
6.5a Waste management and reporting (strategy)	Conformance	The Entity has developed a procedure that defines the strategy for waste management (Hazardous and Non-Hazardous) in accordance with the Waste Mitigation Hierarchy and applicable Thai laws.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity submitted an Annual Compliance Report to the Department of Industrial Thailand. The Entity has a dedicated storage area for hazardous and non-hazardous waste, physically separated to prevent contamination, and spill management/provisions are made. The waste management performance is disclosed in the Sustainability Report, page 25: https://thaibeveragecan.com/reports/
6.6a Bauxite Residue (storage construction)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
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 (state 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.

CRITERION	RATING	COMMENT
6.8a Dross (recovery)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8b Dross (recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8c Dross (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

PRINCIPLE 7 WATER STEWARDSHIP

7.1a Water assessment (mapping)	Conformance	The Entity has undertaken water stress index mapping based on national standards and mapped the water input-output quantity for each major usage/manufacturing process. 100% of the water is sourced from the Industrial Estate Authority.
7.1b Water assessment (risk assessment)	Conformance	The Entity has conducted a water-related risk assessment at plant process and geographic levels (water stress index). The risk level has been assessed as medium.
7.2a Water management (management plans)	Conformance	The Entity has developed a Water Management Plan with guiding procedures and reduction targets. Management measures, such as water reuse in production processes, are implemented.
7.2b Water management (monitoring)	Conformance	The Entity has implemented water saving measures as per the Water Management Plan. There is ongoing monitoring of water management plans and routine daily checking of water-related aspects such as leakage and water metering, including wastewater. Raw water consumption was reduced over the previous year. The Entity's major project aimed at water conservation in the washery process with better process parameter controls.
7.3 Disclosure of water usage and risks	Conformance	The Entity has communicated water management information, including withdrawal quantity, discharge quantity and water saving measures in the Sustainability Report, page 27: https://thaibeveragecan.com/reports/

PRINCIPLE 8 BIODIVERSITY

8.1 Biodiversity assessment	Conformance	The Entity has conducted a risk assessment and determined risk levels associated with potential impacts on Biodiversity from land use and business activities (including emissions, volatile organic compounds, noise, wastewater discharge, and tree planting).
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CRITERION	RATING	COMMENT
8.2a Biodiversity management (biodiversity action plans)	Conformance	The Entity has established control measures to minimise the impact on Biodiversity from its land use and business activities. Such measures include revegetation, efficient water use, primary wastewater treatment and noise pollution.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity has engaged with stakeholders, including employees, the Local Community and the Industrial Park Authority to conduct the biodiversity risk assessment and develop action plans.
8.2c Biodiversity management (reporting)	Conformance	The Entity discloses information on its management of Biodiversity in the Biodiversity Report 2022, available at: https://thaibeveragecan.com/reports
8.3 Alien Species	Conformance	The Entity has conducted a risk assessment for Alien Species and implemented control measures for wooden pallets.
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 mines)	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 established a Human Rights commitment, which is described in the Code of Conduct.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has conducted a Human Rights Risk Assessment covering potential risks, and impacts, including mitigation plans for human rights areas like freedom of association, forced labour/migrant labour, and use of subcontracting labour. The Human Resources department has established processes to review and implement updates to applicable Thai laws and regulations and international standards, such as ILO Conventions, which are reviewed monthly.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has identified and implemented remedial measures where it caused an impact on Human

CRITERION	RATING	COMMENT
		Rights, as detailed in the Human Rights Risk Assessment (HRRA). The employees are trained when hired and receive periodic refresher training. There is a grievance handling process, and a hotline number is available at: http://www.yourtbc.com/en/contact/Pages/default.aspx
9.2 Women's Rights	Conformance	The Entity has addressed women's rights in accordance with Thai labour laws in its procedures. Periodic capacity building and training are provided to address women's rights and support meaningful participation in consultations, decision-making, and benefits sharing. Women participate in the Welfare Committee and Safety Committee.
9.3 Indigenous Peoples	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples or their lands associated with the Entity's Area of Influence.
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples or their lands associated with the Entity's Area of Influence.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion is not applicable as there are no sacred or cultural heritage sites and values within the Entity's Area of Influence.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable as the Entity's activities have not resulted in physical and/or economic displacement.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable as the Entity's activities have not resulted in physical and/or economic displacement.
9.7a Local Communities (rights and interests)	Conformance	The Entity implemented Corporate Social Responsibility (CSR) projects with Local Community participation. The Entity consults Local Community leaders to understand better and try to meet expectations.
9.7b Local Communities (impacts)	Conformance	The Entity has assessed the impact on the Local Community and developed Corporate Social Responsibility (CSR) projects to improve living conditions and livelihoods. The Entity works closely with the local community and schools to spread awareness about waste management (e.g. segregation, benefits, social and environmental benefits), with details are available at: https://thaibeveragecan.com/tbc-school-can-do/

CRITERION	RATING	COMMENT
		The Entity also contributes to national level projects, such as the Prostheses Foundation of H.R.H The Princess Mother, https://thaibeveragecan.com/tbc-prosthetic-leg/
9.7c Local Communities (livelihoods)	Conformance	The Entity has assessed the impact on the Local Community and developed Corporate Social Responsibility (CSR) projects to improve living conditions and livelihoods. Many employees belong to the Local Communities.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has defined a Sourcing Policy and supplier guiding principles that address the Conflict-Affected and High-Risk Areas (CAHRA) requirements. The supplier assessment questionnaire includes a CAHRA assessment to verify the presence of CAHRA. The Entity has no suppliers or activities located in or near CAHRA areas.
9.9 Security practice	Conformance	<p>The Entity has a security agreement with an external provider. A Human Rights risk assessment has been conducted, and mitigation measures have been identified and implemented.</p> <p>The company documents its policy as per Security Guard Business Act BE 2558(2015) sec 34, which states security guards must be of Thai nationality and not less than 18 years of age and other related acts, e.g. Labour Protection Act B.E 2541 (1998)</p> <p>TBC Ball and/or M&A Security provide the onboarding and periodic training on human rights, which is job specific.</p>
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity has defined its commitment to respect Workers rights to Freedom of Association (FoA). There is no trade union, and any restriction on FoA as per national law. A Welfare Committee is established following Thai law and comprises representatives from each department and management. The meeting minutes are emailed to all employees
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity has defined its commitment to respecting Workers' rights to Collective Bargaining, as outlined in the Good Governance Code of Conduct.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	This Criterion is not applicable as Thai law does not restrict the right to Freedom of Association and Collective Bargaining.

CRITERION	RATING	COMMENT
10.2a Child Labour (minimum age)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18, verified through the national identification card.
10.2b Child Labour (hazardous)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18, verified through the national identification card.
10.2c Child Labour (worst forms)	Conformance	The Entity has defined its commitment to neither use nor support the use of Child Labour in the Code of Conduct. The minimum hiring age is 18, verified through the national identification card.
10.3a Forced Labour (human trafficking)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support Forced Labour, including engaging in Human Trafficking directly or indirectly. The related risks have been assessed, and control measures have been defined and implemented through standard operating procedures.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour. The Entity does not require deposits, original certificates, recruitment fees, or advance payment. The related risks have been assessed, and control measures have been defined and implemented through standard operating procedures.
10.3c Forced Labour (migrant workers)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour, including asking Migrant Workers to lodge a deposit or security payment. There are no Migrant Workers employed at the Entity.
10.3d Forced Labour (debt bondage)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour and does not hold Workers in Debt Bondage or force them to work to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour and does not restrict Workers' movement in the workplace.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour. It does not retain Workers' original documents, such as training certificates and travel documents.

CRITERION	RATING	COMMENT
10.3g Forced Labour (freedom to terminate employment)	Conformance	The Entity has committed in the Code of Conduct to neither use nor support the use of Forced Labour. It does not deny Workers the freedom to terminate their employment contract without penalty.
10.4 Non-Discrimination	Conformance	The Entity has committed to Non-Discrimination in the Code of Conduct. The related risks have been assessed, and control measures are defined and implemented through standard operating procedures.
10.5 Communication and engagement	Conformance	The Entity employs multiple communication and engagement methods with Workers, including notice boards, suggestion boxes, and Safety and Welfare Committee meetings. It also undertakes an annual engagement survey and has developed an employee engagement plan for 2022.
10.6 Disciplinary practices	Conformance	The Entity documents its disciplinary policy via the Rules of Conduct, which apply to all Workers. Training is provided during orientation/induction, and employees are provided with a printed copy of the Rules of Conduct.
10.7a Remuneration (living wage)	Conformance	The Entity has used an external research agency to conduct a salary survey and benchmarking within the packaging sector. The minimum remuneration paid by the Entity is above the legal minimum wage.
10.7b Remuneration (method of payment)	Conformance	The Entity documents its remuneration policy in the Rules of Conduct, which apply to all Workers. The Entity pays wages via bank transfer as per Thai laws.
10.8 Working Time	Conformance	Working hours are recorded electronically for all employees, and Working Time is reviewed and compiled by Human Resources (People Development) for wage/salary development. Overtime working hours are recorded. Leave is provided in accordance with the Code of Conduct, employment contract and Thai laws. The overall working hours conform to Thai Labour laws.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established an Occupational Health, Safety, and Environment Policy, developed, and signed by the Entity's President and available in Thai and English. Training on the Policy is provided to workers at workers' orientation and also regularly.
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has established an Occupational Health, Safety, and Environment Policy that covers all Employees and Visitors present at the premises and

CRITERION	RATING	COMMENT
		all business activities. Visitor safety instructions are developed and implemented.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity has established an Occupational Health, Safety, and Environment Policy that commits the Entity to comply with the Applicable Law on Worker Health and Safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity has established an Occupational Health, Safety, and Environment Policy that includes Workers' rights to understand the hazards and safe practices of their work and the authority to refuse or stop unsafe work. Training is provided during orientation and regular training.
11.2 OH&S Management System	Conformance	The is ISO 45001:2018 certified: https://thaibeveragecan.com/standard-system The most recent audit of the Entity's OH&S Management System did not identify any non-conformities.
11.3 Employee engagement on health and safety	Conformance	The Entity has implemented measures to engage Workers on Occupational Health and Safety (OH&S) topics via training and Safety Committee meetings. The Safety Committee meets monthly with Workers, the Safety Officer, and the Entity's management. The Entity has a dedicated and qualified Safety Officer and support team to implement its OH&S Management System effectively.
11.4 OH&S performance	Conformance	The Entity has established Occupational Health and Safety (OH&S) safety performance (KPIs) are monitored and reviewed monthly at Safety Committee meetings.

Document Control and Version History

Revision	Date	Notes
0	22 June 2021	Initial Certification Audit – Provisional Certification
1	10 May 2022	Surveillance Audit – Full Certification
2	20 May 2024	Surveillance Audit – Change of Audit Firm from Libero Assurance to CETIZION Verifica