
ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

YINBANG CLAD MATERIAL CO.,LTD.

CERTIFICATE
NUMBER

278

ASI
STANDARD

PERFORMANCE
STANDARD
(V2 2017)

CERTIFICATION
LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITOR

SGS-CSTC
STANDARDS
TECHNICAL
SERVICES

DATE OF ISSUE

21 JULY 2023

DATE OF EXPIRY

20 JULY 2026

CERTIFIED SINCE

21 JULY 2023

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'John'.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
info@aluminium-stewardship.org

*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 and Aluminium alloy clad sheets, strips and foil material including Aluminium-based multi-metal clad material at the Yinbang facility located in Wuxi City, China.

SUMMARY AUDIT REPORT

PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	YINBANG CLAD MATERIAL CO.,LTD
ENTITY NAME	YINBANG CLAD MATERIAL CO.,LTD.
CERTIFICATION SCOPE	Manufacture of Aluminium and Aluminium alloy clad sheets, strips and foil material including Aluminium-based multi-metal clad material at the Yinbang facility located in Wuxi City, China.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">• Casthouses• Semi-Fabrication
ASI STANDARD	<ul style="list-style-type: none">• Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none">• Initial Certification Audit (12 – 14 December 2022)• Surveillance Audit (29 – 31 May 2024)
AUDIT FIRM	SGS-CSTC Standards Technical Services
AUDIT DATE	<ul style="list-style-type: none">• 12 – 14 December 2022 (Initial Certification Audit)• 29 – 31 May 2024 (Surveillance Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">• 25 March 2023 (Initial Certification Audit)• 20 August 2024 (Surveillance Audit)
AUDIT SCOPE	<p><u>Initial Certification Audit (12 – 14 December 2022)</u></p> <p>Manufacture of aluminium and aluminium alloy sheets, strips and foils, Manufacture of aluminium alloy clad sheets, strips and foils, Manufacture of aluminium based multi-metal clad materials at Yinbang Clad Material Co., Ltd. (China).</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">• Casthouses• Semi-Fabrication <p>All applicable criteria in the ASI Performance Standard were included in the audit scope.</p>

Surveillance Audit (29 – 31 May 2024)

Manufacture of aluminium and aluminium alloy sheets, strips and foils, Manufacture of aluminium alloy clad sheets, strips and foils, Manufacture of aluminium based multi-metal clad materials at Yinbang Clad Material Co., Ltd. (China).

Supply chain activities included in the audit scope:

- Casthouses
- Semi-Fabrication

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

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

21 July 2023 – 20 July 2026

NEXT AUDIT
TYPE

Re-Certification Audit

NEXT AUDIT
DUE DATE

20 July 2026

CERTIFICATE
NUMBER

278

SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established procedures to identify Applicable Laws and engages external law firms to provide advice as needed. The Entity has undertaken an annual compliance evaluation; no non-compliance was found. This information is disclosed at: http://www.gsxt.gov.cn https://www.creditchina.gov.cn https://www.ipe.org.cn/IndustryRecord/Regulatory.html
1.2 Anti-Corruption	Conformance	The Entity has established a Management System to prevent commercial Bribery and implement anti-Corruption practices and actions to monitor Corruption.
1.3 Code of Conduct	Conformance	The Entity has established a Labour and Business Ethics Policy that addresses principles related to environmental, social, and management performance. It is published at: http://www.cn-yinbang.com/user_production/2024812942496.pdf
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has established Policies that address environmental, social and governance (ESG) practices. ESG Policies are signed off by senior management and are published and available on noticeboards in the plant and available at: http://www.cn-yinbang.com/user_production/2024812942496.pdf
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity's ESG Policies have been approved by the Entity's President and reviewed annually: http://www.cn-yinbang.com/user_production/2024812942496.pdf
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	The Entity has communicated its ESG Policies internally and externally as appropriate. The ESG Policies are published and available on noticeboards in the plant and available at: http://www.cn-yinbang.com/user_production/2024812942496.pdf
2.2 Leadership	Conformance	The Entity has appointed the Vice President as the Management Representative, and the letter of appointment has been signed by the Chairperson/General Manager.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity has documented and implemented an Environmental Management System, which is certified to ISO 14001.

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity has documented and implemented a Social Management System, which includes a Labour and Business Ethics Policy and an OH&S Policy with objectives, organisational structures, rules, authorities and responsibilities, record keeping and training.
2.4 Responsible Sourcing	Minor Non-Conformance	The Entity has developed a Responsible Sourcing Policy covering environmental, social and governance issues. However, the Responsible Sourcing system has not been fully implemented.
2.5 Impact Assessments	Conformance	The Entity has established the Construction Project ESG Impact Evaluation Procedure. 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.
2.6 Emergency Response Plan	Conformance	The Entity has site-specific Emergency Response Plans developed in collaboration with potentially affected Stakeholder groups, including neighbours, Workers and their representatives, and relevant agencies.
2.7 Mergers and Acquisitions	Conformance	The Entity has established a procedure related to investment, mergers and acquisitions, which addresses the requirement for Due Diligence. Since the Entity joined ASI, no mergers and acquisitions have occurred. This information can be verified at Cninfo (China Securities Information Network), an online platform for the disclosure of corporate information in China (http://www.cninfo.com.cn) and on the Entity's website (http://www.cn-yinbang.com/user_production/202456144952634.pdf)
2.8 Closure, Decommissioning and Divestment	Conformance	The Entity has established a procedure to review environmental, social and governance issues in the planning process for closure, decommissioning and divestment. In the event of closure, decommissioning or divestment, it would be publicly announced on Cninfo (http://www.cninfo.com.cn) and on the Entity's website (http://www.cn-yinbang.com/user_production/202456144952634.pdf)
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity has publicly disclosed its governance approach and Material Environmental, Social and Economic impacts in its Sustainability Report 2023. The report is disclosed on the website: http://www.cn-yinbang.com/user_production/2024521123952514.pdf

CRITERION	RATING	COMMENT
		As a public company, the Entity's 2023 Annual Report is also listed on Cninfo: http://www.cninfo.com.cn/new/disclosure/detail?stockCode=300337&announcementId=1219439715&orgId=9900022204&announcementTime=2024-03-29 .
3.2 Non-compliance and liabilities	Conformance	The Entity has managed situations related to fines, judgements, penalties and non-monetary sanctions in accordance with local legal requirements and publicly disclosed information related to non-compliance and liabilities in the Entity's 2023 Annual Report. No significant fines, judgments, penalties or non-monetary sanctions for failure to comply with Applicable Law were found, more information is disclosed at: http://www.cninfo.com.cn/new/disclosure/detail?stockCode=300337&announcementId=1219439715&orgId=9900022204&announcementTime=2024-03-29
3.3a Payments to governments (legal and contractual)	Conformance	The Entity makes payments to governments on a legal basis only and has defined the procedure to prohibit improper payments to government officials. Currently, only relevant taxes are paid to the government in accordance with legal requirements.
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 implemented an accessible Complaints Resolution Mechanism, as evidenced in its Community Communication Management Procedure and the Complaints Control Procedure. Complaints can be made to ybtousu@cn-yinbang.com and via the contact details available on the website: http://www.cn-yinbang.com/about6.asp
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	The Entity has conducted an Environmental Life Cycle Assessment of the impact of its major product lines.
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	Upon customer request, the Entity can provide adequate cradle-to-gate Life Cycle Assessment (LCA) information on its Aluminium (containing) Products.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	The Entity has conducted an Environmental Life Cycle Assessment of the impact of its major product lines. The Entity's LCA is publicly disclosed at: http://www.cn-yinbang.com/user_production/202472283152472.pdf
4.2 Product design	Conformance	The Entity designs products based on customer requirements and has implemented an Advanced

CRITERION	RATING	COMMENT
		Product Quality Planning Procedure with clear objectives for the development process. This is aimed at enhancing sustainability through improved rolling yield and reviewing the environmental life cycle impact of the end Product.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has established key performance indicators for total and process yield in operations. All Aluminium Process Scrap was collected for input into the Aluminium re-melting process.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	The Entity has implemented a process to separate Aluminium alloys and grades for recycling or re-melting.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity has established a recycling strategy that includes the objective for low-carbon Aluminium capacity, with targets for 2023, 2025, 2030 and 2039. The Entity is supporting a program with the Yinbang Low-carbon Aluminium Development (Life Cycle Assessment) Report 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 that includes the objective for low-carbon Aluminium capacity planning with targets for 2023, 2025, 2030 and 2039. The goals are established for a continuous increase in the recycling rate.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	The Entity has submitted its energy consumption data to the Jiangsu Province Enterprise Greenhouse Gas (GHG) emissions reporting system annually, subsequently issuing a GHG emissions report. The Entity has publicly disclosed its material GHG Emissions and Energy Use by source on the Entity's Greenhouse Gas Inventory 2023 Report: http://www.cn-yinbang.com/user_production/202452112392418.pdf
5.2 GHG emissions reductions	Conformance	The Entity has established its time-bound GHG emissions reduction targets and implemented a program for 2024 based on the data of 2023. In addition, the GHG Emissions Reduction Targets from 2024 to 2028 have been revised.
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.

CRITERION	RATING	COMMENT
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	<p>The Entity quantified and reported its Emissions to Air that adversely affect the environment. The Emissions to Air were tested via entrusting tripartite, and an internal air pollution management summary report was prepared based on the information from the Emissions to Air test reports. The Sustainability Report 2023 is disclosed at:</p> <p>http://www.cn-yinbang.com/user_production/2024521123952514.pdf</p> <p>The Entity has established an Emissions to Air Reduction Plan from 2024 to 2028.</p> <p>http://www.cn-yinbang.com/user_production/202452112358610.pdf</p>
6.2 Discharges to Water	Conformance	<p>The Entity quantified and reported its Discharges to Water that adversely affect humans and the environment and implemented plans to minimise these adverse impacts. The Entity has issued a Sustainability Report 2023:</p> <p>http://www.cn-yinbang.com/user_production/2024521123952514.pdf</p> <p>The Discharge to Water was tested via entrusting tripartite, and an internal water pollution management summary report was prepared based on the information from the test reports:</p> <p>http://www.cn-yinbang.com/user_production/202452112384974.pdf</p>
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	The Entity has engaged a third party to develop an Emergency Response Plan for environmental events, which includes the identification and evaluation of Spills and Leakage risks. The emergency response has been defined in the plan and is registered with the local government.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	The Entity has engaged a third party to develop an Emergency Response Plan for environmental events, which includes the identification and evaluation of Spills and Leakage risks. The emergency response has been defined in the plan and is registered with the local government.
6.4a Reporting of Spills (immediate disclosure)	Conformance	The Emergency Response Plan for environmental events details the process for reporting Spills and Leakages to affected parties including the Local Community, neighbours and local government, immediately following an event.

CRITERION	RATING	COMMENT
6.4b Reporting of Spills (regular reporting)	Conformance	The Emergency Response Plan for environmental events details the process for reporting Spills and Leakages. Spills and Leakages are reported in the Entity's quarterly or annual reports and published on the Cninfo as required: http://www.cninfo.com.cn/new/index
6.5a Waste management and reporting (strategy)	Conformance	The Entity has implemented a Solid Waste Management Procedure, which defines the treatment process for solid waste including Hazardous and Non-Hazardous Waste. The quantities and treatment methods of Wastes are displayed on the board at the Entity's entrance each quarter. Hazardous Wastes are transferred to qualified suppliers and process scraps are collected for re-melting. Non-Hazardous Wastes including domestic waste and Dross raised in the process.
6.5b Waste management and reporting (disclosure)	Conformance	The Entity has quantified its Hazardous and Non-Hazardous Waste and reported its associated Waste disposal methods in the Sustainability Report 2023: http://www.cn-yinbang.com/user_production/2024521123952514.pdf
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.

CRITERION	RATING	COMMENT
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 maximises the recovery of Aluminium by treating Dross and Dross residues, and recovery results are recorded. The Entity has established the list of ingredients according to the designation of Aluminium alloy. A batching plan and actual feeding records are available to monitor the usage of the materials, including Dross.
6.8b Dross (recycling)	Conformance	The Entity maximises the recovery of Aluminium by treating Dross and Dross residues, and recovery results are recorded. The Entity has established the list of ingredients according to the designation of Aluminium alloy. A batching plan and actual feeding records are available to monitor the usage of the materials, including Dross. All treated Dross residues are transferred to external parties for reuse. The annual Hazardous Waste management plan and manifest of Hazardous Waste transfers indicate that the external party recycles Dross residues.
6.8c Dross (review of alternatives)	Conformance	All treated Dross Residues are transferred to external parties for reuse. The annual Hazardous Waste management plan and manifest of Hazardous Waste transfers indicate that an external party recycles the Dross residues.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity identified and mapped its water withdrawal and use by source and type. The water balance table is available at: http://www.cn-yinbang.com/user_production/2024521123739759.pdf . The water utilised at the Entity is supplied by the local municipal supplier.
7.1b Water assessment (risk assessment)	Conformance	The Entity has undertaken a Water Resources Risk Assessment, and the report is available on the Entity's website: http://www.cn-yinbang.com/user_production/202472283248891.pdf
7.2a Water management (management plans)	Conformance	The Entity has disclosed its water usage in the Sustainability Report:

CRITERION	RATING	COMMENT
		http://www.cn-yinbang.com/user_production/202472283248891.pdf The Entity has undertaken an Environmental Impact Assessment, including evaluating its Water Risks. A Wastewater Management Report was elaborated based on the identified risks, demonstrating the Entity's Water Management Plans including biannual wastewater testing: http://www.cn-yinbang.com/user_production/202452112384974.pdf
7.2b Water management (monitoring)	Conformance	Online monitoring at the outlet of the wastewater treatment facility is undertaken according to local government requirements and data is available on the government website: http://218.94.78.61:8080/newPub/web/home.htm
7.3 Disclosure of water usage and risks	Conformance	The Entity has disclosed its water usage, available at: http://www.cn-yinbang.com/user_production/2024521123739759.pdf The Water Resources Risk Assessment Report is available on the website: http://www.cn-yinbang.com/user_production/202472283248891.pdf Online sewerage monitoring is undertaken per local government requirements, and data is available on the government website.
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity is located in an Industrial Park in Hongshan Town. Environmental Impact Assessments (EIA) have been undertaken for the industrial park plan and construction projects. These assessments have evaluated the risks and impacts of the Entity's land use and activities on Biodiversity in the Area of Influence. The Biodiversity Assessment Report is disclosed: http://www.cn-yinbang.com/user_production/202472283222688.pdf The report indicates there are no protected flora or fauna and no large wild animals in the area. Additionally, the Entity has developed a monitoring plan for air and water emissions to protect the environment.
8.2a Biodiversity management (biodiversity action plans)	Conformance	According to the EIA report, there are no protected flora or fauna and no large wild animals in the area. The Entity manages its impacts on Biodiversity by monitoring the quality of emissions to air and water.
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	There is no protected Biodiversity within the Entity's Area of Influence. The Entity is based on a planned industrial park by the local government, and the action

CRITERION	RATING	COMMENT
		to protect ecology is to monitor the waste gas and wastewater discharge.
8.2c Biodiversity management (reporting)	Conformance	The Entity manages its impacts on Biodiversity by monitoring the quality of emissions to air and water and reports on these aspects.
8.3 Alien Species	Conformance	The Entity has implemented provisions to prevent accidental or intentional introduction of Alien Species that could have a significant adverse impact on Biodiversity.
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 and signed a Policy commitment to respect Human Rights: http://www.cn-yinbang.com/user_production/2024812942496.pdf In addition, the Entity has established and implemented its Human Rights guidelines.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has undertaken a Due Diligence process with the assistance of an external expert. The assessment determined that the Entity had not caused or contributed to adverse Human Rights impacts.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity has undertaken a Due Diligence process with the assistance of an external expert. The assessment determined that the Entity had not caused or contributed to adverse Human Rights impacts.
9.2 Women’s Rights	Conformance	The Entity has established special protection procedures, including the ‘Protecting the Rights and Interests of Female Workers’ to address women’s rights. The audit confirmed that women Workers are not discriminated against.
9.3 Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity’s Certification Scope.

CRITERION	RATING	COMMENT
9.4 Free, Prior, and Informed Consent (FPIC)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.5 Cultural and sacred heritage	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.7a Local Communities (rights and interests)	Conformance	The Entity has undertaken an Environmental Impact Assessment that determined the Entity's activities do not impact the Local Communities directly 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 Entity has undertaken an Environmental Impact Assessment that determined the Entity's activities do not impact the Local Communities directly 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 and maintained a community communications management system that addresses the Entity's relationships with local governments, social organisations, and Local Communities. Relevant community communication records have been retained.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has established and documented Company Policies which includes a Responsible Sourcing Policy with a commitment to not contribute to armed conflict or Human Rights abuses in Conflict-Affected and High-Risk Areas: http://www.cn-yinbang.com/user_production/2024812942496.pdf The Entity has issued a notification letter to suppliers regarding its Procurement Policy.
9.9 Security practice	Conformance	The security provider respects Human Rights according to recognised standards and good practices. The Entity has established internal regulations for security management which define that the primary role of security providers is the protection of people, property and/or assets. The responsibilities and obligations of the security provider are defined in a services contract.

CRITERION	RATING	COMMENT
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity respects the rights of Workers to join Labour Unions without interference. The Entity respects the rights of Workers to Collective Bargaining through Labour Union representatives.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	The Entity respects the rights of Workers to join Labour Unions without interference. The Entity respects the rights of Workers to Collective Bargaining through Labour Union representatives.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Conformance	The Entity respect the rights of Workers to join Labour Unions without interference and collectively bargain through Labour Union representatives. The Entity supports alternative means of association for Workers.
10.2a Child Labour (minimum age)	Conformance	The Entity has implemented procedures on the prohibition of Child Labour and does not use Child Labour (under 16 years). The Entity does not involve young Workers (under 18 years) in dangerous or harmful work or Overtime work. The Workers' age is verified during recruitment via appearance, identification and other legal documents. Currently, there are no Young Workers at the Entity.
10.2b Child Labour (hazardous)	Conformance	The Entity has implemented procedures on the prohibition of Child Labour and does not use Child Labour (under 16 years). The Entity does not involve young Workers (under 18 years) in dangerous or harmful work or Overtime work. The Workers' age is verified during recruitment via appearance, identification and other legal documents. Currently, there are no Young Workers at the Entity.
10.2c Child Labour (worst forms)	Conformance	The Entity has implemented procedures on the prohibition of Child Labour and does not use Child Labour (under 16 years). The Entity does not involve young Workers (under 18 years) in dangerous or harmful work or Overtime work. The Workers' age is verified during recruitment via appearance, identification and other legal documents. Currently, there are no Young Workers at the Entity.
10.3a Forced Labour (human trafficking)	Conformance	The Entity does not engage in nor support the use of Forced Labour. All Workers sign labour contracts, which are then submitted to and are filed with the local government. The Entity does not engage in or support Human Trafficking either directly or through any employment or recruitment agencies.

CRITERION	RATING	COMMENT
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity does not engage in nor support the use of Forced Labour. All Workers sign labour contracts, which are then submitted to and are filed with the local government. The Entity does not require any form of deposit, Recruitment Fee or equipment advance from Workers, either directly or through employment or recruitment agencies.
10.3c Forced Labour (migrant workers)	Conformance	The Entity does not engage in nor support the use of Forced Labour. The Entity does not require Migrant Workers to lodge deposits or security payments at any time. This was verified during Worker interviews.
10.3d Forced Labour (debt bondage)	Conformance	The Entity does not engage in nor support the use of Forced Labour. The Entity does not hold Workers in Debt Bondage or force them to work in order 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.
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 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 length.
10.4 Non-Discrimination	Conformance	The Entity has established procedures on recruitment management that ensure equal opportunities and that there is no Discrimination, including in hiring, salary payments and promotions. The interviewed Workers did not raise any occurrences of Discrimination and there were no complaints of Discrimination received by the Entity.
10.5 Communication and engagement	Conformance	The Entity provides multiple channels to ensure communication and engagement with Workers and their representatives on workplace matters, without threat of reprisal, intimidation or harassment. Monthly Worker communication meetings are held.
10.6 Disciplinary practices	Conformance	The Entity has implemented procedures where it does not engage in nor tolerate the use of corporal punishment, mental or physical coercion, harassment, and gender-based violence including sexual harassment, or verbal abuse of Workers. Disciplinary

CRITERION	RATING	COMMENT
		practices include verbal or documented warnings, re-training and/or a pause on work. There are no fines or financial penalties. Worker interviews on-site verified the above.
10.7a Remuneration (living wage)	Conformance	The remuneration is reasonable, and higher than the minimum legal wage as required by local law.
10.7b Remuneration (method of payment)	Conformance	The Entity makes wage payments on time, in legal tender and fully documented. Interviews with staff on-site, verified that there were no wage payment delays. Wages for the current month are paid by the 15th of the following month.
10.8 Working Time	Minor Non-Conformance	The Entity did not comply with Applicable Law and industry standards on Working Time. Labour Law of the People's Republic of China requires that the employer ensure that the Workers have at least one day off every week.
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has established Company Policies which includes the Quality, Environment, Occupational Health & Safety, and Energy Policy, which is signed off by senior management, and published on the board in the plant and the website: http://www.cn-yinbang.com/user_production/2024812942496.pdf
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	The Entity has communicated the Quality, Environment, Occupational Health & Safety, and Energy Policy internally and externally as appropriate. The Policy is published on the board in the plant and is available on the website: http://www.cn-yinbang.com/user_production/2024812942496.pdf
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Policy included a commitment to comply with Applicable Law on Workers' health and safety, international standards, and ILO Conventions on Occupational Health and Safety.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Quality, Environment, Occupational Health & Safety, and Energy Policy does define that the Entity's Workers have the right to know the hazards and safe practices for their work, and the Workers' right to refuse or stop unsafe work.
11.2 OH&S Management System	Conformance	The Entity has implemented a documented Occupational Health and Safety Management System which was recently revised, including the relevant

CRITERION	RATING	COMMENT
		Labour and Business Ethics Policy, OH&S objectives, organisational structure, rules, authorities and responsibilities, safety regulations of operation, trained persons, records needed, and Consultation and participation of workers.
11.3 Employee engagement on health and safety	Conformance	The Entity has an established Occupational Health and Safety Committee which provides Workers with a mechanism to raise, discuss and participate in the resolution of OH&S issues.
11.4 OH&S performance	Conformance	The Entity obtained a second-level certificate of safety production standardisation issued by the local Safety Supervision Bureau in 2017. The certification was not renewed due to the impacts of COVID-19. However, the Entity has established and maintained an OH&S culture via the implementation of the OH&S Management System and annual OH&S indicators are monitored at the scheduled intervals.

Document Control and Version History

Revision	Date	Notes
0	21 July 2023	Initial Certification Audit – Full Certification
1	30 September 2024	Surveillance Audit