

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Oman Aluminium Rolling Company SPC

CERTIFICATE NUMBER
392

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
CETIZION VERIFICA

DATE OF ISSUE
10 OCTOBER 2024

DATE OF EXPIRY
9 OCTOBER 2027

CERTIFIED SINCE
10 OCTOBER 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 and supply of
Aluminium alloy hot bend coils and
finished coils at Oman Aluminium
Rolling Company SPC located in
Sohar, Sultanate of Oman.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Oman Aluminium Rolling Company SPC (OARC)
ENTITY NAME	Oman Aluminium Rolling Company SPC
CERTIFICATION SCOPE	Manufacture and supply of Aluminium alloy hot bend coils and finished coils at Oman Aluminium Rolling Company SPC located in Sohar, Sultanate of Oman.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	CETIZION Verifica
AUDIT DATE	<ul style="list-style-type: none">31 March - 4 April 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">25 August 2024
AUDIT SCOPE	<p>The Audit Scope included the manufacture and supply of Aluminium alloy hot bend coils and finished coils at Oman Aluminium Rolling Company SPC located in Sohar, Sultanate of Oman.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthousesSemi-FabricationMaterial Conversion <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.

The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD 10 October 2024 – 9 October 2027

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 9 April 2026

CERTIFICATE NUMBER 392



If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

The Oman Aluminium Rolling Company (OARC) ('the Entity') is 100% owned by OQ Group. It operates as a wholly owned subsidiary and has over 350 employees.

The greenfield project, representing a significant investment of 385 million USD, delivers an annual capacity of 140,000 metric tonnes of multi-purpose Aluminium coils, which are sold in local markets and exported to North America, the Middle East, Asia, and Europe.

The OARC factory produces Aluminium coils that are 75 microns to 5.5 mm thick and up to 1933 mm wide. The alloys produced are of the 1xxx, 3xxx, 5xxx, 7xxx and 8xxx series and are used in a broad variety of industries such as building and construction, transportation, packaging, consumer durables, energy and HVAC.

The plant is adjacent to Sohar Aluminium and purchases molten Aluminium as raw material for further casting and rolling activities. The OARC is well-connected by road, only 8 km from Sohar Airport, 19 km from Sohar Port, and 77 km from Hatta Border crossing into the UAE. Muscat International Airport is approximately a two-hour drive away.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of systems, Residual Risk and performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	Medium	Medium	MEDIUM
RISKS	High	Medium	Medium	MEDIUM
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>The Entity has a responsible person and function for compliance and periodic audits (authorities), and internal auditors as part of its ISO certifications. The applicable legal requirements have been identified through contracts with external agencies (lawyers) and social media. The key legal approvals are identified and reviewed during the management review meetings. Further information on ethics and complaints is available in the Sustainability Report 2023, pages 15-16: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p> <p>The Omanization requirements (a Government Policy to replace expatriate Workers with trained Omani personnel) of the industrial and manufacturing sector have been exceeded.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has developed an anti-Corruption and anti-Bribery procedure, approved by the CEO. The Policy also details implementation guidelines and risks involved, and is publicly available at: https://oman-arc.com/wp-content/uploads/2024/03/Anti-Corruption-Anti-Bribery-Procedure.pdf</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented an Employee Code of Conduct, available both in English and Arabic and approved by the CEO, which addresses topics including employees' rights and data privacy. The Code of Conduct is available to all employees through the intranet. Records indicate that 100% of employees have read and acknowledged the Code of Conduct.</p> <p>The Labour and Human Rights Procedure: https://oman-arc.com/wp-content/uploads/2024/03/Labour-Human-Rights-Procedure.pdf</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established various Policies that address environment, social and governance (ESG) practices such as procedures covering Labour and Human Rights and the prevention of Modern Slavery. The Entity's Quality, Health, Safety and Environment Policy is available on the website: https://oman-arc.com/ehs/qhse-policy</p>
2.2a-c Leadership	Conformance	<p>The Entity's management has formed an ASI Governance Committee with clear roles and responsibilities to implement the ASI Performance Standard. The roles are well-defined and communicated to all employees with regular communication from management. ASI-related information and training are provided.</p>
2.3a Environmental and Social Management Systems - Environmental	Conformance	<p>The Entity has established an ISO 14001:2015 certified Environment Management System which is subjected to internal audits. They have conducted a detailed Environmental Impact Assessment. Further information is available at: https://oman-arc.com/ehs/ehs-statement</p>
2.3b Environmental and Social Management Systems - Social	Conformance	<p>The Entity has established an ISO 45001:2018 certified Management System. The Entity has undertaken a Social Risk and Impact Assessment and documented a Labour and Human Rights procedure and business continuity plan. The Labour and Human Rights Procedure</p>

CRITERION	RATING	COMMENT
		is available at: https://oman-arc.com/wp-content/uploads/2024/03/Labour-Human-Rights-Procedure.pdf
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has developed a Responsible Sourcing Procedure approved by the CEO, available at: https://oman-arc.com/wp-content/uploads/2024/03/RESPONSIBLE-SOURCING-PROCEDURE.pdf</p> <p>An ESG conformance evaluation is conducted every six months, responsible sourcing requirements are included in contract documentation, ESG-related communication is made via email, and a supplier sustainability and satisfaction survey are used for vendor risk assessments.</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes.
2.7a-f Emergency Response Plan	Conformance	The Entity has developed an emergency response procedure and defined an emergency response structure. All possible emergency scenarios have been identified with detailed response plans for each identified scenario (e.g. road safety point). Mock drills are conducted to test emergency preparedness, and the results are recorded (e.g. hot rolling mill department, start and end time, number of employees who participated in the drill). The emergency response procedure is available to Stakeholders upon request.
2.8a-d Suspended Operations	Conformance	The Entity has developed a Business Continuity Procedure which has identified different scenarios and threats including the activities leading to suspended operations such as natural disasters, and accidents, and developed a response or contingency plan accordingly.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Business Continuity Procedure, and the documents are reviewed by the CFO and approved by the CEO. The requirements related to mergers and acquisitions (M&A) are part of the Business Continuity Procedure. There are no active M&A activities at present.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a Site Decommissioning, Divestment & Closure Procedure approved by the CEO. There have been no decommissioning, divestment or site closures.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity's Sustainability Report covers their governance plans for the growth and development of employees as well as disclosure on Material topics, available at: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity has no cases of fines, judgments, penalties, or non-monetary sanctions for failure to comply with Applicable Law. This has been disclosed in the Sustainability Report 2023, page 18:

CRITERION	RATING	COMMENT
		https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
3.3a-c Payments to Governments	Conformance	<p>The financial year is from January to December, and the financial report is under statutory audit and forwarded to the holding company, where they make consolidated financial results. There are no government laws that require public disclosure. The Entity is exempted from income tax, however, makes VAT payments.</p> <p>The related disclosure is available at: https://oman-arc.com/wp-content/uploads/2024/04/Payment-to-Government-Statement-.pdf</p>
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	<p>The Entity has developed a Stakeholder Grievance Policy and related procedures and has established a committee to address grievances between management and Workers. Members of the committee are trained in the process and provide training to others, and related records are maintained. External Stakeholders can raise any concerns through the Entity's website (https://oman-arc.com/contact-us) and email (info@oman-arc.com).</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	<p>The Entity has evaluated the life cycle impacts of its major Product (rolled sheet) following a cradle-to-gate approach (with modules C4, D and A1-A3 and a declared unit of 1 kg Aluminium rolled Product).</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity discloses the results of the Life Cycle Assessment (LCA) and its underlying assumptions, including system boundaries. to customers upon request.</p>
4.2 Product Design	Conformance	<p>The Product design is pre-defined by the customer. However, the Entity implements process improvements as part of its continual improvement processes, for example an upgrade to a furnace regenerative burners.</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity uses 100% of its Aluminium Process Scrap internally in the remelt shop. The Process Scrap is collected and stored in a designated area with material-grade segregation.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	<p>The Entity has a collaborative effort with downstream companies to increase recycling and participated in the Aluminum Recycling Forum organised by Sohar Aluminum as part of its commitment and efforts to improve the collection and recycling of Aluminium Products at the End of Life. Further information is available at: https://oman-arc.com/oarc-participates-in-the-aluminium-recycling-forum</p> <p>The Entity has committed to contributing to improving Aluminium scrap at End of Life, working with Aluminium waste processing units and maximising the use of recovered Aluminium.</p> <p>The recycling of material scrap is part of Entity's de-carbonisation strategy, which is publicly available at https://oman-arc.com/ehs/decarbonization</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity has established a recycling strategy to include products containing Aluminum. The Entity has established a plan that includes methodologies to support accurate measurements and efforts to</p>

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		increase recycling rates through collaboration with other related Stakeholders and contribute towards policy advocacy related to their participation in the Aluminum Recycling Forum.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity has calculated its Greenhouse Gases (GHG) emissions and disclosed the data for Scope 1 and 2 GHG Emissions in its Sustainability Report 2023, page 23: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p> <p>The energy usage and GHG emissions data were independently verified.</p> <p>However, it was identified the Entity had not disclosed all Material emissions. While Scope 3 emissions covering seven categories have been calculated and independently verified to a limited extent, they have not been publicly disclosed. The Scope 3 Category 1 would be Material as they purchase Primary Aluminium or other materials.</p>
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
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	Minor Non-Conformance	<p>The Entity has developed a GHG Emissions Reduction Plan with pre- and post-2030 targets, using a 2021 baseline year. The Plan, published in 2023 and planned for annual review in August 2024, is aligned with a 1.5-degree pathway. The Entity's Scopes 1 and 2 GHG emission reduction targets, 35% by 2030 and net zero by 2050, and the detailed action plan is included in the Entity's Decarbonisation Strategy: https://oman-arc.com/ehs/decarbonization</p> <p>Although Entity's net-zero target primarily focuses on Scope 1 and Scope 2 emissions (operational emissions), they have initiated various projects and initiatives that address Scope 3 emissions as outlined in the published Decarbonization Strategy. These efforts include targeting Scope 3 and Category 1 emissions, such as the increased use of secondary metal and establishing active engagement with key suppliers, such as smelters, to lower their emissions.</p> <p>The GHG Emissions Reduction Plan is detailed in the Sustainability Report, pages 25 and 26: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p> <p>However, it was identified the GHG Emissions Reduction Pathway does not include all Aluminium procurement (Scope 3 Category 1) emissions and is not aligned with the ASI endorsed methodology. The Entity has not committed to a broader Scope 3 target due to many of these emissions falling outside their direct control, making it challenging to set definitive goals.</p> <p>In addition, the Entity has established internal Intermediate Targets covering a three-year period however they are not publicly disclosed.</p>

CRITERION	RATING	COMMENT
5.4 GHG Emissions Management	Conformance	The Entity has defined a GHG Management System, including the person responsible. The Entity has implemented management processes to manage GHG Emissions such as metering, review of invoices, and consumption data as a basis for GHG calculations. The Entity's GHG management process is documented in a procedure and includes data collection, internal verification, inventory development, external verification, reporting, and reduction planning. The Entity will implement the ISO 50001 standard for Energy Management Systems.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity maintains quarterly environment monitoring (noise, ambient air, stack emission) according to the legal framework. The quarterly stack emissions monitoring of furnaces is conducted according to the Environment Impact Assessment report. Their emissions reduction plan is part of the Decarbonisation Strategy developed in consultation with affected Stakeholders. The related air emissions performance data and Decarbonisation Strategy (including emissions reduction plan) are disclosed in the Sustainability Report, pages: 23-26: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
6.2a-g Discharges to Waters	Conformance	The Entity does not operate a wastewater treatment facility within the premises. Wastewater reuse and discharges permissible limits are defined. The Entity's wastewater discharges are transported via truck to a wastewater treatment facility within the Sohar Industrial Estate. The wastewater discharge quantities are recorded monthly and wastewater quality characteristics are monitored (test report). The Entity has made related disclosures in the Sustainability Report, page 27: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has conducted a Hazard Identification and Risk Assessment (HIRA) for Spills and Leakages as part of the Occupational Health & Safety (OH&S) Management System. There is a monthly Workplace and Housekeeping inspection, and spillage checkpoints are included in the inspection checklist. There is a monthly internal communication which includes the number of environmental incidents, currently zero. The Entity has developed a Standard Operating Procedure (SOP) for chemical spillages.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	There are no Spills or Leakages, however, the Entity has disclosed information related information on Spills in the Sustainability Report, page 15: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
6.5a-c Waste Management and Reporting	Conformance	The Entity has a Waste management plan that defines the Waste Management Hierarchy, waste categories and waste reduction. The Entity's waste management license includes Dross, which is sent to an external agency for processing and returned as recovered Aluminum. The Entity reports its waste generated data to a national database, which is regularly checked. The Entity has disclosed its waste management strategy and the quantity of Hazardous and Non-Hazardous Waste in the Sustainability Report 2023, page 29: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf

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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	The Entity has a Waste management plan that defines Dross. The waste management license covers Dross, which is sent to an external agency for processing and returned as recovered Aluminum ingots with a known recovery rate.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The water supplied to the Entity (by the government agency Madayn), is a mixture of desalinated water and groundwater. A part of the intake water is treated for the slab cooling process, whilst the water intake for other domestic applications does not undergo any treatment.</p> <p>A water flow diagram has been developed and the rejected water from the Reverse Osmosis 2 (RO-2) is stored in a culvert and naturally evaporated. The Entity has conducted water audits using national and international datasets (e.g. general water use and risk in the Duhar region, which is part of a large basin in the Arabian Peninsula).</p> <p>The water-related disclosures are available in the Sustainability Report, page 27: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p>
7.2a-e Water Management	Conformance	The Entity has implemented a water management plan and carried out water audits. Water consumption for various key activities such as the cooling tower, reverse osmosis and domestic use is metered. Water flow meters are installed on the intake line and readings are taken regularly.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity is located within the Sohar Industrial Estate. The Entity has conducted a comprehensive Biodiversity assessment, and the latest EIA was conducted in September 2019 for the installation and commissioning of the remelt furnace, through an externally approved agency. The vegetation is dominated by the Sphaeroma-Cornulaca type which is common throughout Arabian Peninsula. The principal habitat in coastal plains is dominated by Acacia tortilis trees. There are no regionally endemic mammals in the area. However, a number of mammalian species are expected in the inhabitant area surrounding the project (OARC) site. With farming being a traditional industry along the Batinah coast, several species of livestock are present in the area including camels and goats, and species of birds including gulls, terns and flamingos are also known to occur in this area.</p> <p>Overall, Biodiversity and Ecosystem Services Risk assessment and potential impacts are rated as low.</p>
8.1b Biodiversity and Ecosystem Services Risk	Not Applicable	This Criterion is not applicable to the Entity, as there are no material Biodiversity and Ecosystem Services risks, and the impact has been identified in the Biodiversity Risk Assessment as low.

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and Impact Assessment - Priority		
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as there are no material Biodiversity and Ecosystem Services risks, and the impact has been identified in the Biodiversity Risk Assessment as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services impacts have been identified.
8.4 Alien Species	Conformance	The Entity has a process to chemically treat wooden pallets used within their operations to prevent the spread of alien and invasive species. The formal risk assessment of alien and invasive species is part of the Biodiversity Risk Assessment.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has made a commitment to "No Go" in World Heritage Properties if required by business needs. This commitment is disclosed in the Sustainability Report, page 30, https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
8.6a-d Protected Areas	Conformance	The Entity has conducted a Biodiversity Risk Assessment to identify the presence of any Protected Areas within its Area of Influence. There are no such Protected Areas in the Entity's Area of Influence. The Entity's commitment to Protected Areas is disclosed in the Sustainability Report, page 30: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
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	Conformance	The Entity has identified potentially Affected Populations and Organisations as part of its Human Rights Due Diligence. The Entity has conducted formal and documented Human Rights Due Diligence by establishing, communicating and implementing Policies, procedures and risk assessments. Control measures are envisaged, and appropriate control measures are implemented.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has a Policy/ procedure on diversity and inclusion. The related disclosures are available in the Sustainability Report, pages 15-16, 32 and 38: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence. However, the Entity has established procedures with a documented methodology for

CRITERION	RATING	COMMENT
		determining significant impacts on Indigenous Peoples and/or other Stakeholders for all New Projects and Major Changes.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Conformance	The Entity has conducted an assessment of sacred and/or cultural heritage sites and values within the Entity's Area of Influence via a Due Diligence process and review of secondary data, which confirmed there are no heritage sites: https://whc.unesco.org/en
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity as it is located in an Industrial Park and does not have any New Projects or Major Changes that require resettlement. However, the Entity has a procedure that includes methodologies for reviewing and assessing alternatives that avoid and minimise resettlement and displacement, including provisions for divestment, decommissioning and mergers and acquisitions.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has assessed potential or current impacts on Affected Populations and Organisations, including neighbouring businesses. There are no impacts identified. Corporate Social Responsibility (CSR) activities include the Omani Day sports, sponsoring summer centres, Ramadan support for families in need, beach cleaning, Rahab school, clean-up activities after cyclones/floods, planting days and school workshops.</p> <p>The related disclosures are available in the Sustainability Report, pages 41-44: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p>
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	<p>The Entity has conducted risk-based Due Diligence over its Aluminium supply chain in accordance with the OECD Due Diligence. The Liquid Aluminium is 100% sourced from the adjacent Sohar Aluminium which is ASI Performance Standard certified and is not within a Conflict-Affected and High-Risk Areas (CAHRAs).</p> <p>As part of the Entity's Management System, the Policy commitment, responsibilities, resources, implementation guidelines and reviews have been conducted to assess the involvement of CAHRAs. The Entity's assessment confirmed there its Aluminium supply chain is not associated with CAHRAs.</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has conducted risk-based Due Diligence on its Aluminium supply chain in accordance with the OECD Due Diligence. Liquid Aluminium is 100% sourced from neighbouring Sohar Aluminium, which is certified to the ASI Performance Standard and is not located in Conflict-Affected and High-Risk Areas (CAHRAs).

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9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	Liquid Aluminium is 100% sourced from neighbouring Sohar Aluminium, which is certified to the ASI Performance Standard and is not located in Conflict-Affected and High-Risk Areas (CAHRAs). Regardless, the Entity has a strategy to respond to CAHRAs by working closely with their Primary Aluminium supplier (i.e. Sohar Aluminium).
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence processes were included in this ASI Performance Standard Certification Audit, which addresses this requirement.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity has made related disclosures in the Sustainability Report 2023, pages 32 and 47-48: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
9.9 Security practice	Conformance	The Entity has formalised an agreement with a security service provider in accordance with national laws. ASI-related aspects such as security practices are included in the Entity's Human Rights Due Diligence. Security guards receive regular training on the Human Rights Procedure and approach.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has made a commitment and approach to Freedom of Association, developed a union charter, and communicated relevant Policies and procedures to personnel and other Stakeholders. The Entity maintains records of negotiations between the Entity and the Union or Workers' association including minutes of meetings with management.
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 the Oman laws do not restrict Freedom of Association and Collective Bargaining.
10.2a Child Labour	Conformance	The Entity maintains records of Applicable Law on the minimum working age, including a legal register, legal bulletins from a third-party legal service, government guidance documents, and legal committee briefings. The Entity has a Human Rights Procedure that addresses recruitment in the context of Child Labour and record keeping of employees documents (copies of proof of identification and age (e.g. driver's license, passport, and national identity card): https://oman-arc.com/wp-content/uploads/2024/03/Labour-Human-Rights-Procedure.pdf
10.3a-c Forced Labour	Conformance	The Entity has defined the Policies and procedures that state their commitment and approach to compulsory or Forced Labour (e.g. Code of Conduct). The Entity neither engages in nor supports the use of Forced Labour and has established a remediation plan. The Entity has publicly disclosed a Modern Slavery Statement: https://oman-arc.com/wp-content/uploads/2024/05/Modern-Slavery-Statement.pdf Their commitment is included in the Sustainability Report, page 32: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf

CRITERION	RATING	COMMENT
10.4a-c Non-Discrimination	Conformance	<p>The Entity has a Code of Conduct that outlines its commitment to non-Discrimination. The Entity maintains records and a database for employee hiring, promotion, salary, contracted employees, and training records on non-Discrimination.</p> <p>Non-Discrimination is covered in the Labour and Human Rights Procedure, publicly available at: https://oman-arc.com/wp-content/uploads/2024/03/Labour-Human-Rights-Procedure.pdf</p>
10.5 Communication and engagement	Conformance	<p>The Entity has established Policies and procedures to address workplace issues and handle compensation matters with employees without fear of the risk of retaliation, intimidation, or Harassment. The Entity also maintains records of communications with employees and has mechanisms for resolving complaints. Additionally, they maintain human resources records related to communication and engagement, such as reports, human resources database records, and minutes from management team meetings.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has established anti-Harassment procedures, which include measures for preventing sexual Harassment of women in the workplace. These procedures cover Visitors, contract Workers, customers, etc. The Entity also has a committee to address grievances and a Complaints Mechanism. Employees also receive training on Harassment.</p> <p>Violence and Harassment are addressed in the Labour and Human Rights Procedure and the Sustainability Report (page 40): https://oman-arc.com/wp-content/uploads/2024/03/Labour-Human-Rights-Procedure.pdf https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf</p>
10.7a-c Remuneration	Conformance	<p>The Entity has Policies and procedures with methodologies for the Remuneration of Workers, including Overtime and deductions. Additionally, the Entity maintains records of Applicable Laws on minimum wages, Overtime, deductions, and discretionary income (including loans). The Entity also has a Union with members working to improve working conditions and pay. Human resources and payroll records are also maintained. The Entity has conducted a living wage survey and assessment confirming it provides a living wage.</p>
10.8a-c Working Time	Conformance	<p>The Entity has Policies and procedures with methodologies for maintaining records of working hours, Overtime, leave (paid and unpaid), attendance and pay slips.</p> <p>During employee interviews, working hours were verified, which confirmed that the Entity complies with the country's working hours requirements. The Entity follows prevailing industry standards and benchmark reports for working hours and leave.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity has an employee portal and a trade union charter for communicating with staff about Workers' rights. The Entity provides briefings on Freedom of Association or equivalent rights.</p>

11. OCCUPATIONAL HEALTH AND SAFETY

CRITERION	RATING	COMMENT
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented an ISO 45001:2018 certified Management System including an Occupational Health and Safety (OH&S) Policy approved by the CEO with a commitment to 'ZERO Harm' to employees, Contractors, Visitors and the community. The Policy is displayed internally and available to external Stakeholders on the website: https://oman-arc.com/ehs/qhse-policy
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has a valid ISO 45001:2018 certificate and conducts internal audits every six months according to ISO 45001 requirements. The last two audit cycles were reviewed during the Audit. Periodic management reviews are carried out, covering OH&S performance. There is an Environment, Health, Safety and SecuritySafe (EHSS) dashboard that tracks KPIs, and monthly management reports are forwarded to the CEO's office. KPIs and year-to-date figures (both lagging and leading indicators) including OH&S goals in line with peers and leading sectoral practices are available. The Sustainability Report contains OH&S-related disclosures on pages 20-22: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf
11.2 Employee engagement on Health and Safety	Conformance	There is a safety committee with representatives from the relevant departments (HR, Finance, Security) and production (Remelting, Finishing, etc.) that meets quarterly to discuss Health and Safety issues, which are tracked. The related disclosures on employee engagement for health and safety topics are included in the Sustainability Report, pages 20-22: https://oman-arc.com/wp-content/uploads/2024/08/OARC-Sustainability-Report-2023.pdf

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	10 October 2024	Initial Certification Audit – Full Certification