

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

CASS Aluminum Manufacturing Processes

CERTIFICATE NUMBER
421

ASI STANDARD
PERFORMANCE
STANDARD
(V3 2022)

CERTIFICATION LEVEL
FULL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM
BUREAU VERITAS
CERTIFICATION

DATE OF ISSUE
17 DECEMBER 2024

DATE OF EXPIRY
16 DECEMBER 2027

CERTIFIED SINCE
17 DECEMBER 2024

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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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

Aluminium Re-Melting/Refining,
operational and manufacturing
activities to produce secondary
Aluminium ingots at Oakland,
California, USA and Sparks, Nevada,
USA facilities.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	CASS Inc.
ENTITY NAME	CASS Aluminum Manufacturing Processes
CERTIFICATION SCOPE	Aluminium Re-Melting/Refining, operational and manufacturing activities to produce secondary Aluminium ingots at Oakland, California, USA and Sparks, Nevada, USA facilities.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	<ul style="list-style-type: none">26 – 30 September 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">20 November 2024
AUDIT SCOPE	<p>The Audit Scope includes the Cass Nevada and Cass California facilities, which recycle Aluminium and remelt and cast molten Aluminium into ingots for use as raw material by other manufacturing entities.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses <p>All applicable Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.<input checked="" type="checkbox"/> The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	17 December 2024 – 16 December 2027

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 16 June 2026

CERTIFICATE NUMBER 421



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

Cass is a privately owned company that is a processor of ferrous & non-ferrous metals that are recycled to manufacture secondary Aluminium ingots in Oakland, California and Sparks, Nevada (the 'Entity'). The California location was established in 1969, and the Nevada location is a new facility that was built in 2021. The Entity recycles end-of-life and Post-Consumer metal into Aluminium ingots that can be used as raw material back into various metal manufacturing processes including the automotive industry. Both facilities within the Entity have a combined annual production capacity of 60,000 metric tonnes of Aluminium ingot, with the Entity's mission to transform obsolete metal into new raw materials, producing 100% recycled, chlorine-free, flux-free, and water-free Aluminum using advanced melting and processing technologies.

The Entity's Oakland facility operates in a mixed-use industrial area approximately three kilometres from the San Francisco Bay and the Port of Oakland, encompassing three hectares. The Sparks facility, spanning ten hectares and featuring approximately 23,000 square metres of operational space, is located within the largest industrial park of the United States.

The Entity employs over 225 full-time staff across both facilities, with 32% of management roles currently held by women. Its diverse workforce, speaking 13 languages, brings varied perspectives that contribute to superior quality and service. The Aluminium ingot produced by CASS serves multiple industries, including automotive, aerospace, and consumer goods, while its processed ferrous and non-ferrous metals (excluding Aluminum) are primarily directed to export markets. The facilities utilise advanced recycling technologies and quality control systems to ensure consistent product quality and the maintaining of environmental compliance.

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	High	Medium	Medium	MEDIUM
RISKS	High	Medium	Medium	MEDIUM
PERFORMANCE	High	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity maintains a list of all legal and other compliance items that each operating site is subject to. The Entity also subscribes to various newsletters and is a member of several industry organisations to ensure they remain in compliance with any new or changing legal requirements.
1.2 Anti-Corruption	Conformance	The Entity has developed and implemented an Anti-Corruption Policy. This Policy is summarised in the Entity's Code of Conduct and is communicated to employees during the onboarding process.
1.3a-e Code of Conduct	Conformance	The Entity has published a Code of Conduct that is disclosed on their public website (https://www.cass-usa.com/code-of-conduct) and has been communicated to all employees.
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has developed an integrated Environmental, Health and Safety (EHS) Policy that outlines the overall Entity's commitment to EHS as well as established a Code of Conduct that outlines the social governance Policies.
2.2a-c Leadership	Conformance	The Entity's Chief Executive Officer (CEO) has authority and designates resources for ASI implementation, maintenance, and approval processes.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity is currently certified under ISO 14001 at both the Oakland, California site and the Sparks, Nevada site.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has implemented a Code of Conduct, and awareness training at all levels of the organisation. Risk assessments related to the Environmental and Occupational Health and Safety Management Systems have been conducted.
2.4a-e Responsible Sourcing	Conformance	The Cass Responsible Sourcing Policy is publicly disclosed at: https://www.cass-usa.com/code-of-conduct The Entity's Responsible Sourcing requirements are documented in the Responsible Sourcing Procedure.
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. However, within the Integrated Management System (IMS), the Entity has a change management procedure that is followed if changes are planned for the Facilities that could impact Environmental or Social Management Systems.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is currently not applicable to the Entity, as there are no New Projects or Major Changes. However, within the IMS, the Entity has a change management procedure that is followed if changes are planned for the Facilities that could impact Environmental or Social Management Systems.

CRITERION	RATING	COMMENT
2.7a-f Emergency Response Plan	Conformance	Each site within the Entity maintains a site-specific Emergency Response Plan and conducts at least one emergency action drill per year. The Emergency Response Plan is submitted to the local emergency response entities as required by regulation and is posted at each Facility, and available upon request and approval.
2.8a-d Suspended Operations	Conformance	The Entity has developed contingency plans for both sites and includes provisions for labour shortages and impacts beyond the Entity's control such as technological (IT) shutdowns and pandemic situations.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has recently developed a green field site in Nevada to build a Casting Facility. The site was owned by an industrial park that had performed an Environmental Impact Statement (EIS) prior to allowing the Entity to develop the property.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity is in early negotiations with the City of Oakland about the potential relocation of the Oakland site to a Port of Oakland location. The Entity has retained consultants to assist with the transition plan. An environmental consultant has been engaged and is responsible for working with the County on the potential site closure, if needed. A community engagement plan has been developed and publicly distributed.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has published a company-wide Sustainability Report in August 2024, which contains disclosures on many relevant key performance indicators and performance discussions on Greenhouse Gas (GHG) emissions, the community, employee safety and other topics. The Report is available on the Entity's website at: https://www.cass-usa.com/sustainability-report
3.2 Non-compliance and Liabilities	Conformance	Non-compliance and liabilities (where relevant) are reported in the 2023 Sustainability Report, page 11: https://www.cass-usa.com/sustainability-report
3.3a-c Payments to Governments	Conformance	The Entity has established an Anti-Corruption and Bribery Policy. The only payments to Governments are made to regulatory agencies as part of operational permits or tax liabilities.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity's grievance procedure and portal are listed within the Supplier Conduct Requirements document, and presented within the Code of Conduct at: https://www.cass-usa.com/code-of-conduct
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity engaged a consultant in April 2022 to conduct the Life Cycle Assessment (LCA) according to their primary product, which is a specific alloy blend of secondary Aluminium ingot.

CRITERION	RATING	COMMENT
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity engaged a consultant in April 2022 to conduct the LCA according to their primary product, a specific alloy blend of secondary Aluminium ingot. This study was based on theoretical numbers, and the Entity plans to update the study with actual facility data. The study includes 'cradle to gate' information.
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	The Entity returns 100 percent of their production Scrap material to the beginning of the process for re-melting.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity is an active member of both the Recycled Materials Association and the California Metals Coalition and actively participates in initiatives to help improve Aluminium recycling rates. The Entity's recycling strategy is available in the 2023 Sustainability Report, page 23: https://www.cass-usa.com/sustainability-report
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	The Entity's GHG emissions are disclosed in the 2023 Sustainability Report, page 26: https://www.cass-usa.com/sustainability-report However, Scope 3 emissions are not yet quantified and publicly disclosed, as they are currently being evaluated and will be included in the Entity's 2025 Sustainability Report.
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	The Entity has established a GHG Emissions Reduction Pathway consistent with a 1.5°C warming scenario, using the ASI GHG Pathway Calculation Tool for their Scopes 1 and 2 emissions using 2023 as the baseline year. The GHG Pathway workbook included Scopes 1 and 2 slopes and calculated a reduction requirement of 13% by 2030. The Entity, however, has not yet completed an evaluation of their Scope 3 emissions and therefore has not developed a Scope 3 emissions reduction pathway using the ASI Entity GHG Pathways Method and Calculation Tool, but will include it in the 2025 Sustainability Report.
5.4 GHG Emissions Management	Conformance	Based on the GHG 2023 baseline and completion of the ASI GHG Pathway calculations, the Entity has committed to a 13% reduction of

CRITERION	RATING	COMMENT
		GHG by 2030, based on a 2023 baseline. This information is published in the 2023 Sustainability Report, page 27: https://www.cass-usa.com/sustainability-report
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity's air emissions are regulated and tracked for each of the site's operating permits and reported to the local regulatory agencies as required. Emissions to Air is disclosed in the 2023 Sustainability Report, page 25: https://www.cass-usa.com/sustainability-report
6.2a-g Discharges to Water	Conformance	The Entity does not discharge process wastewater to the municipal sewer systems and maintains Zero Discharge Certification. Most water used in the process is lost to evaporation, while the remaining volume is captured for reuse.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	Each Facility within the Entity maintains a Spill Prevention Plan that is approved by a professional engineer and updated at least every five years in accordance with local regulations.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	Each Facility within the Entity maintains a Spill Prevention Plan that is approved by a professional engineer and updated at least every five years in accordance with local regulations. This plan includes procedures for the management of Spills if they occur. Information relating to Spills is disclosed in the 2023 Sustainability Report, page 31: https://www.cass-usa.com/sustainability-report
6.5a-c Waste Management and Reporting	Conformance	The Entity has developed and implemented procedures and training to manage waste in accordance with local regulations. Annual waste volumes are reported in the 2023 Sustainability Report, page 29: https://www.cass-usa.com/sustainability-report
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 collects and recycles Dross generated during the melting process at each of the Entity's Facilities to recover as much Aluminium as possible.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has completed a Water Risk Assessment which utilises site specific data input into a water risk assessment tool. Water usage is publicly disclosed in the 2023 Sustainability Report, page 30: https://www.cass-usa.com/sustainability-report
7.2a-e Water Management	Conformance	Water usage and management strategies are disclosed in the 2023 Sustainability Report, page 30: https://www.cass-usa.com/sustainability-report

CRITERION	RATING	COMMENT
		Whilst no significant risks were identified, the current management strategies and future considerations are documented in the latest Water Risk Assessment.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity conducted a Biodiversity and Ecosystem Services Risk Assessment in 2024, which addressed the Entity's Areas of Influence and operations from Sparks, Nevada and Oakland, California locations. The assessment concluded that all identified risks are low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	The Entity conducted a Biodiversity and Ecosystem Services Risk Assessment in 2024, which addressed the Entity's Areas of Influence and operations from Sparks, Nevada and Oakland, California locations.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as there are no areas with sensitive Biodiversity or Ecosystems Services identified in the immediate vicinity of both the Entity's Facilities.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as there are no areas with sensitive Biodiversity or Ecosystems Services identified in the immediate vicinity of both the Entity's facilities.
8.4 Alien Species	Conformance	The Entity has developed processes that ensure Alien Species are not introduced to the Facilities. Heat treated pallets are the only type of wood pallets being used on-site.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity does not operate in or near any World Heritage Properties or sites. The Oakland Facility is in a developed commercial/residential urban area. The Nevada Facility operates within the Tahoe-Reno-Industrial-Centre, which has been recently developed for commercial use.
8.6a-d Protected Areas	Conformance	The Entity has assessed its operations and proximity to Protected Areas. It was confirmed during the Audit that they do not operate in or near any Protected Areas.
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	<p>The Entity's Code of Conduct includes a statement stating its commitment to respect Human Rights, page 3: https://www.cass-usa.com/code-of-conduct</p> <p>The Entity has completed a risk assessment of the operational impacts on Human Rights. And has identified and implemented the appropriate controls including the development and communication of the Entity's Code of Conduct.</p>

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9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity adheres to all Applicable Laws relating to Discrimination, and gender equity. It has established a gender equality committee and completed the first gender equity meeting in March 2023, where Human Resources, EHS, Marketing, and Quality Management reviewed the current data for gender equity and programs in place, determined that these are suitable.</p> <p>The disclosure on the effectiveness of the measures taken to promote gender equity is in the 2023 Sustainability Report, page 17: https://www.cass-usa.com/sustainability-report</p>
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.
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	Not Applicable	This Criterion is not applicable to the Entity, it was confirmed during the Audit that the Entity's Areas of Influence are commercially designated properties, and there are no areas or sites of cultural and sacred heritage nearby.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, it was confirmed during the Audit that the Entity's Areas of Influence are commercially designated properties and there are no areas or sites of cultural and sacred heritage nearby.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, it was confirmed during the Audit that the Entity's Facilities have not displaced any vulnerable or at-risk individuals. The Entity also indicated that any future operations would be developed in a commercially zoned property.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has conducted a risk assessment of the operational impact on the communities surrounding their locations for both their Sparks and Oakland operations.</p> <p>The Oakland Facility is located in an industrial area but close to residential and local businesses. The Cass Facility work closely with the community, more information is available in the 2023 Sustainability Report, pages 17 - 20: https://www.cass-usa.com/sustainability-report</p>
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	The Entity has established a Conflict and High-Risk Area Policy with a commitment to not operate or source materials from these areas. Following the OECD guidelines, the Entity completed a risk assessment to review all existing suppliers, and no high-risk entities/areas were identified.

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9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity has established a Conflict and High-Risk Area Policy with a commitment to not operate or source materials from these areas. Following the OECD guidelines, the Entity has completed a risk assessment to review all existing suppliers, and no high-risk entities/areas were identified. In addition, the Entity has established a Supplier Assessment Form that will be used to identify any risks with potential suppliers.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	The Criterion is not applicable to the Entity, as no high-risk Entities/areas were identified in the risk assessment.
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 discloses its approach to supply chain due diligence in its annual Sustainability Report (on page 22) at: https://www.cass-usa.com/sustainability-report
9.9 Security practice	Conformance	The Entity does not currently utilise any outside security agencies at their California or Nevada locations, however, internal security activities are undertaken in accordance with the Entity's Code of Conduct requirements.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects Collective Bargaining and Freedom of Association; however, there are no Collective Bargaining Agreements currently in place at either the Nevada or California Facilities.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as Freedom of Association and Collective Bargaining is not restricted by law in the United States.
10.2a Child Labour	Conformance	The Entity verifies a Worker's age upon hire ensuring no Workers at the California or Nevada Facilities are under the age of 18.
10.3a-c Forced Labour	Minor Non-Conformance	<p>The Entity is an 'At Will' employer and does not engage in Forced Labour under any circumstances. The Entity's labour policies are defined and communicated in the employee onboarding packet and are also outlined in the Code of Conduct. Modern Slavery is addressed in the Code of Conduct in the Fair Labor Practices section.</p> <p>However, the Entity has not publicly disclosed a stand-alone annual Modern Slavery Statement that details their actions to address Modern Slavery.</p>
10.4a-c Non-Discrimination	Conformance	The Entity has an Anti-Discrimination Policy regarding Harassment, Discrimination or retaliation in the workplace. This includes Harassment or Discrimination based on factors such as race, ethnicity, ancestry, colour, creed, religion, sex, gender, age, national origin, marital status, sexual orientation, gender identity or expression, disability (physical/mental), medical condition, genetic information,

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		veteran status, military status, or any other characteristic protected by applicable federal, state, or local law.
10.5 Communication and engagement	Conformance	The Entity ensures open communication with its employees and has implemented processes to gain feedback. Employees can communicate with their supervisor directly or discuss any concerns or issues with the Human Resources Department.
10.6a-g Violence and Harassment	Conformance	The Entity has an Anti-Discrimination Policy regarding Harassment, Discrimination or retaliation in the workplace. The Entity has instilled a disciplinary process across both sites that ranges from an informal discussion all the way up to immediate dismissal. Each incident is considered individually on a 'case by case' basis. The Entity's Violence and Harassment Policy is available at: https://www.cass-usa.com/s/POL001-A-Harassment-and-Discrimination-Policies-Publicized.pdf
10.7a-c Remuneration	Conformance	The Entity respects the rights of Workers to earn a living wage and ensures that wages paid for a normal working week always adhere to the applicable labour laws.
10.8a-c Working Time	Conformance	The Entity is committed to conducting business in a manner consistent with applicable employment and Human Rights laws and regulations and provides reasonable working hours and fair wages in compliance with local law.
10.9a-b Informing Workers of Rights	Conformance	Employee rights are communicated through the new 'hire packet review' and completion with the Human Resources (HR) Department. Additionally, employees' rights posters are printed and posted throughout the Entity's facilities in employee breakrooms. Labour posters were observed in break areas and the main yard breakroom.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity is currently certified under ISO 45001 for both the California and Nevada Facilities. The Sustainability Report includes references to the ISO Certification and health and safety metrics. https://www.cass-usa.com/sustainability-report
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity holds quarterly management reviews with the Quality Management and EH&S Departments, along with the CEO, to evaluate the effectiveness of the Occupational Health and Safety (OH&S) Management System and associated activities. The review includes current safety incident data including incident rates, severity and frequency. Proactive metrics are also evaluated such as near misses and employee engagement.</p> <p>Also, the Entity reviews current industry data of like Facilities to better understand their safety performance and collaborates with industry experts, regulatory bodies, and other Stakeholders to stay ahead of the latest safety standards and best practices.</p> <p>On page 13 of the Entity's Sustainability Report provides Health and Safety metrics, https://www.cass-usa.com/sustainability-report and a discussion on general H&S performance of the Entity.</p>

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11.2 Employee engagement on Health and Safety	Conformance	The Entity has established quarterly safety meetings, communication meetings and incident reporting and investigation procedures to enhance employee engagement in Health and Safety initiatives.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	17 December 2024	Initial Certification Audit – Full Certification