

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Dätwyler Schweiz AG

CERTIFICATE NUMBER
419

ASI STANDARD
PERFORMANCE
STANDARD
(V3 2022)

CERTIFICATION LEVEL
PROVISIONAL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM
BUREAU VERITAS
CERTIFICATION

DATE OF ISSUE
16 DECEMBER 2024

DATE OF EXPIRY
15 DECEMBER 2025

CERTIFIED SINCE
16 DECEMBER 2024

AUTHORISED BY

CERTIFICATION SCOPE

Production of Aluminium capsules
at the Schattdorf Site used by the
food and beverage industry.

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

* Provisional Certification is valid
for the period of one year, during
which the company can address
the non-conformances assessed
and subsequently seek full
certification.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Dätwyler Schweiz AG
ENTITY NAME	Dätwyler Schweiz AG
CERTIFICATION SCOPE	Production of Aluminium capsules at the Schattdorf Site used by the food and beverage industry.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion
ASI STANDARD	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">22 – 25 October 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">14 November 2025
AUDIT SCOPE	<p>The Audit Scope included the production of Aluminium capsules used by the food and beverage industry at Site Schattdorf.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Material Conversion <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Provisional 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	16 December 2024 – 15 December 2025
NEXT AUDIT TYPE	Surveillance Audit

NEXT AUDIT DATE 16 June 2025

CERTIFICATE NUMBER 419



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

Dätwyler Schweiz AG ('the Entity') produces Aluminium capsules at its facility in Schattdorf, Switzerland which are used by the food and beverage industry. The Entity's products are sold to clients in Switzerland, which conduct further processing before shipping to end consumers around the world. The Entity is focused on improving production standards, safety standards, and energy efficiency while reducing emissions levels. There are over 200 employees currently working directly and indirectly on the production of Aluminium capsules at the facility.

The Entity is part of the Datwyler Group ('the Group'), a globally active company focussing on high-quality, system-critical components and holding leading positions in attractive global markets such as Healthcare, Mobility, Connectivity, General Industry and Food & Beverage. For the food and beverage industry, the Group promises its customers and partners the best possible quality of Aluminium packaging materials, combined with innovative sealing solutions that meet the highest requirements. With more than 25 production sites on four continents, sales in over 100 countries and more than 8,000 employees, the Group generates annual revenue of more than CHF 1,100 million. Headquartered in Switzerland, Datwyler was founded in 1915.

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	Low	Low	Low	LOW
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has systems in place to maintain awareness of, and to ensure Compliance with Applicable Law. The Entity has a stable legal Compliance process in place. In addition, a Group wide internal control system audit is undertaken regularly.
1.2 Anti-Corruption	Conformance	The Entity has implemented a Code of Conduct for employees and a separate Code of Conduct for suppliers which are both publicly disclosed. Both Codes explicitly prohibit suppliers and employees from engaging in Corruption, including Extortion and Bribery. The Codes are accessible at: https://datwyler.com/search?q=code+of+conduct
1.3a-e Code of Conduct	Conformance	The Entity has a Code of Conduct for employees and a Code of Conduct for suppliers implemented and publicly disclosed. The Codes and other relevant documents are reviewed at least every three years. The Codes are accessible at: https://datwyler.com/search?q=code+of+conduct The Codes of Conduct both provide details as to a whistleblowing contact line - whistleblowing@datwyler.com
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has publicly disclosed its environmental, social and governance related Policies on their webpage. The Policies are assessed for continuing relevance during the annual Management review. The Policies are accessible at: https://datwyler.com/company/strategy/sustainability
2.2a-c Leadership	Conformance	The Entity has nominated an appropriate member of the senior management team to lead the implementation of the required Aluminium Stewardship Initiative (ASI) Management Systems.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented and maintains an Environmental Management System and holds a valid ISO 14001:2015 certificate.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented a Social Accountability Management System, which is audited by a third-party auditor. Further Management Systems certified against ISO 9001, ISO 45001, ISO 14001 and FSSC 22000 are implemented. The Entity has both a Human Rights Policy and a Code of Conduct in place.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented and publicly disclosed their Supplier Code of Conduct, which must be signed of and accepted by all suppliers. This Code integrates responsible sourcing considerations and is reviewed at least every three years. The Supplier Code of Conduct is accessible at: https://datwyler.com/files/pages/data/downloads/code-of-conduct-suppliers/3c8e17f22a-1724874231/datwyler.com_code-of-conduct_suppliers.en.pdf

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This criterion is not applicable as the Entity has no New Projects or Major Changes to existing Facilities. The Entity has processes in place to assess social and environmental impacts for New Projects, in accordance with Swiss law.
2.6a-h Human Rights Impact Assessment	Conformance	A risk assessment including Human Rights Due Diligence was completed for the Entity. The results have been publicly disclosed in the Entity's Human Rights Due Diligence annual report 2023 disclosed at: https://datwyler.com/search?q=human+rights
2.7a-f Emergency Response Plan	Conformance	The Entity's Emergency Response Plan can be requested as required. Emergency Contacts are shared with local fire safety groups and Stakeholders.
2.8a-d Suspended Operations	Conformance	A risk analysis, including closure risks and recommendations for a closure scenario, was conducted as part of the original site assessment completed for the Swiss Government. Risks are documented in the Entity's document management system, which is reviewed at least every three years.
2.9a-b Mergers and Acquisitions	Conformance	The Entity's parent Group has a Due Diligence process for mergers and acquisitions in place to review environmental, social and governance risks.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The legal requirements for the operation of the plant also govern the discontinuation of business operations. All major changes and closures must be approved by the Swiss Government. In addition, change planning is included in the Entity's Environmental Management System.

3. TRANSPARENCY

3.1a-b Sustainability Reporting	Conformance	The Entity's governance approach is publicly disclosed in its annual Group Sustainability Report. The 2023 report is accessible at: https://datwyler.com/de/media/reporting/annual-report/2023/sustainability
3.2 Non-compliance and Liabilities	Conformance	The Entity discloses information about Non-Compliance and Liabilities in its Group Sustainability Report, which is evaluated for accuracy by the Group's internal audit department as part of its inspection work. Based on the compliance reporting process, no complaints relating to anti-competitive conduct or the forming of anti-competitive cartels or monopolies were filed against the Group in 2023 and no significant fines or non-monetary penalties for infringements of legal provisions were imposed in that period. The Entity's Sustainability Report is accessible at: https://datwyler.com/files/pages/data/downloads/annual-report-2023/b41f2fad70-1724873901/datwyler.com_annual-report_2023.en.pdf
3.3a-c Payments to Governments	Conformance	The Entity's Code of Conduct prohibits any form of 'facilitating payments' to governments or officials, which specifically includes Bribery and other related payments. The Code of Conduct is accessible at: https://datwyler.com/files/pages/data/downloads/code-of-conduct-

CRITERION	RATING	COMMENT
		employees/2d1f007f9f-1724874227/datwyler.com_code-of-conduct_employees.en.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity provides a whistleblowing hotline offering two anonymous channels, free of charge worldwide, for the reporting of violations by email (whistleblowing@datwyler.com) or by telephone (+800 875 11 000). The hotline channels are disclosed within the Entity's Code of Conduct, accessible at: https://datwyler.com/files/pages/data/downloads/code-of-conduct_employees/2d1f007f9f-1724874227/datwyler.com_code-of-conduct_employees.en.pdf
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted a Life Cycle Assessment (LCA) of impacts from its Products which will be provided to customers and other interested parties upon request. The results are clearly presented and include diagrams.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity's LCA results are provided to customers and other interested parties upon request. The results are clearly presented and include diagrams.
4.2 Product Design	Not Applicable	This criterion is not applicable as the Entity is not involved in Product Design. Product Designs are provided by customer for the products. The Entity is obliged to use the minimum possible Aluminium foil in its products.
4.3a-b Aluminium Process Scrap	Conformance	The Entity implements a process for the separation and collection of Process Scrap. Aluminium Scrap is separated by Aluminium type and tracked on a daily base.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Minor Non-Conformance	The Entity supports the end-of-life strategy provided by its clients. The Entity reports a recycled content declaration quarterly to clients. The Entity has defined targets and commitment for recycling of Aluminium however, the Entity has not publicly disclosed the latest version of its recycling strategy.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity is a member of the European Aluminium Foil Association (EAFA, or Alufoil), which is firmly committed to increasing the recycling rate in the market. All major manufacturers in the supply chain are members of Alufoil. Further information is accessible at: https://www.alufoil.org/container-group
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has publicly disclosed its Energy consumption by source and its GHG Emissions in its Sustainability Report. The data have been validated externally. The Sustainability Report (page 43) is accessible at: https://datwyler.com/files/pages/data/downloads/sustainability-report-2023/f0eec6184b-1724876148/datwyler.com_sustainability-report_2023.en.pdf
5.2a Aluminium Smelter GHG Emissions Intensity -	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
Started production after 2020		
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	Major Non-Conformance	The Entity has implemented an energy reduction plan that includes several projects designed to reduce energy consumption, however these data are not publicly disclosed. The Entity has not used the ASI Entity GHG Pathways Calculation Tool. Whilst there are some goals to reduce the GHG in the environmental program and in the Sustainability Report, there is however no GHG Emissions Reduction Plan and no GHG Emissions Reduction Pathway consistent with a 1.5°C warming scenario.
5.4 GHG Emissions Management	Conformance	The Entity has an environmental & energy saving program 2024 in place with planned Projects which are rated and calculated by CO ₂ equivalent reductions. The program is reviewed within the annual Management review process.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Minor Non-Conformance	Emissions to Air are monitored by the Entity to meet legal requirements, however the Entity has not publicly disclosed these monitoring results.
6.2a-g Discharges to Water	Minor Non-Conformance	The Entity uses a closed loop groundwater withdrawal and return system for cooling. This system is reported separately and is not included in either the 'Drinking /industrial water' line or the "Water per net revenue" line in the Entity's Sustainability report (page 54) which is accessible at: https://datwyler.com/files/pages/data/downloads/sustainability-report-2023/f0eec6184b-1724876148/datwyler.com_sustainability-report_2023.en.pdf Discharges to water conform to legal requirements under the monitoring conditions, however the groundwater cooling system including groundwater return is currently not publicly disclosed.
6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	There were no Leakages nor Spills reported in the previous year. A procedure for identifying areas (risk assessment) with the potential for Spills and Leakages is implemented. An emergency plan in case of Spills and leakages is in place, however, this Plan is currently not publicly disclosed.
6.4a-b Public Disclosure of Spills and Leakages	Minor Non-Conformance	The Entity has implemented a plan to inform local stakeholders in the event of a Spill or Leakage which may affect them. There have not been any Spills or Leakages in recent years. There is currently no Public Disclosure of a statement of the Entity's Spills and Leakages.
6.5a-c Waste Management and Reporting	Conformance	The Entity has clear reduction targets based on the collection of hazardous and non-hazardous waste, and these are defined as Key Performance Indicators (KPIs) and are constantly monitored. Data are reported in the 2023 Sustainability Report (page 57) which is

CRITERION	RATING	COMMENT
		accessible at: https://datwyler.com/files/pages/data/downloads/sustainability-report-2023/f0eec6184b-1724876148/datwyler.com_sustainability-report_2023.en.pdf
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	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity uses groundwater for cooling via a closed loop system. Water quality is monitored before returning water to the source.</p> <p>Sanitary and drinking water are obtained from the public water supply. Sanitary water is discharged into the public sewer, meeting legal limits and requirements.</p> <p>The Entity publicly discloses their water withdrawal on page 54 of their Sustainability Report which is accessible at: https://datwyler.com/files/pages/data/downloads/sustainability-report-2023/f0eec6184b-1724876148/datwyler.com_sustainability-report_2023.en.pdf</p>
7.2a-e Water Management	Not Applicable	The criterion is not applicable as the risks related to water are assessed as low. The Entity has a legal permit from the Government for water withdrawal. A monitoring system is in place to monitor the withdrawal of water and the disposal of wastewater, with no risks identified. There are no Populations Affected by the Entity's water use.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	An external expert completed a risk assessment of impacts to Biodiversity and Ecosystem Services and no risks were identified nor were any alien organisms detected. The Entity is located within a commercial/industrial area.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable as no risks to Biodiversity nor Ecosystem Services were identified.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable as no risks to Biodiversity nor Ecosystem Services were identified.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable as no risks to Priority Ecosystem Services were identified.
8.4 Alien Species	Conformance	The Entity conducts regular Alien Species monitoring with an external expert. No Alien Species were detected nor any risks identified.

CRITERION	RATING	COMMENT
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity is not within any relevant proximity to World Heritage properties.
8.6a-d Protected Areas	Conformance	The Entity is not located within, or adjacent to a Protected Area. The Entity operates within a commercial/industrial area.
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 commits to supporting and respecting Human Rights as outlined in the United Nations Guiding Principles on Business and Human Rights. A Human Rights Due Diligence assessment was completed and published in the Entity's 2023 Human Rights Due Diligence annual report, which is accessible at: https://datwyler.com/media/reporting/annual-report/2023/human-rights-due-diligence</p> <p>The Entity's principles and guidelines such as their Human Rights policy, Code of Conduct for employees and Code of Conduct for Suppliers are accessible at: https://datwyler.com/company/corporate-governance/compliance#code-of-conduct</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity commits to equal opportunities and reaffirms in its Code of Conduct to comply with Human Rights. The Code of Conduct is accessible at: https://datwyler.com/company/corporate-governance/compliance#code-of-conduct</p> <p>Equal opportunities are also published in the Entity's Sustainability Report 2023: https://datwyler.com/media/reporting/annual-report/2023/sustainability#3-6-1-approach-part-1-cf38e</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples identified 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 as there are no Indigenous Peoples identified in this area. Local communities are always involved in consultation under Swiss law.
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 as there are no Indigenous Peoples identified in the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples identified in the Entity's Area of Influence.

CRITERION	RATING	COMMENT
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable as there are no Indigenous Peoples identified in the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable as no New Projects or Major Changes are planned, and there is no former, current or planned requirement for resettlement.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has a procedure in place to identify interested parties and their needs and to identify impacts to the parties from the Entity's activities. Where required, interested parties are consulted by the Entity.</p> <p>Impacts of the Entity's business activities are published in their annual Sustainability Report accessible at: https://datwyler.com/media/reporting/annual-report/2023/sustainability</p>
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	<p>The Entity has implemented a Due Diligence process and a Code of Conduct for suppliers. Audits of suppliers are conducted regularly, and the results of the audits are used for improvement processes. The Entity has included Human Rights in the Code of Conduct for suppliers which is accessible at: https://datwyler.com/files/pages/data/downloads/code-of-conduct-suppliers/3c8e17f22a-1724874231/datwyler.com_code-of-conduct_suppliers.en.pdf</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity regularly assesses risks in their supply chain. No risks (i.e. red flags) are currently identified.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has implemented a Due Diligence process and a Code of Conduct for suppliers and subcontractors. The Group's supply chain department conducts internal audits that also examine current situations relating to sanctions and commercial controls. Appropriate measures are defined for identified risks.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The risk assessment determined that there are no material risks from Conflict-Affected and High-Risk Areas (CAHRAs) and no red flags identified within the supply chain. The Entity maintains a business relationship with each of its material suppliers.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity reports on CAHRAs in its Management Review and on supply chain sustainability in its Sustainability Report 2023. It reports on Human Rights Due Diligence in its annual Human Rights Report.
9.9 Security practice	Not Applicable	This criterion is Not Applicable as the Entity does not maintain a security service. The site is secured by fences and a closed-circuit camera system. The industrial precinct does contract a company to provide night inspections without entering the site. The Entity reports any issues to the authorities and does not take action themselves.

10. LABOUR RIGHTS

CRITERION	RATING	COMMENT
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity as a Swiss company works according to the Swiss Labour laws. Each department has an elected staff representative.</p> <p>The Entity commits itself to respect Workers' rights in its Code of Conduct and requests the same of its suppliers.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This criterion is not applicable as Freedom of Association is not prohibited under Swiss law.
10.2a-c Child Labour	Conformance	<p>Child Labour is prohibited by Swiss law. Young workers between 15 and 18 years are provided special protection by law, and in particular young workers are not allowed to work in a hazardous working environment.</p> <p>The Code of Conduct contains a statement against Child Labour. The Entity requests its suppliers to respect the Code and to comply with its requirements. A whistleblowing hotline is communicated in the Code.</p>
10.3a-c Forced Labour	Minor Non-Conformance	<p>The Entity does neither engage in, nor support the use of Forced Labour nor Human Trafficking, either directly, or through any employment or recruitment agencies. This was confirmed via a site observation, interviews with workers and management as well a document review. The Entity commits itself, and expects its Suppliers, to comply with the prohibition of Forced Labor, Slavery and Human Trafficking. The Entity's Human Rights Policy, which addresses the prohibition of Forced Labour, is accessible at: https://datwyler.com/files/pages/data/downloads/human-rights-policy/52d836d7a6-1724874971/datwyler.com_human-rights-policy_2023.en.pdf</p> <p>Datwyler commits to support and respect Human Rights as outlined in the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Entity's Human Rights Due Diligence report is accessible at: https://datwyler.com/media/reporting/annual-report/2023/human-rights-due-diligence</p> <p>While the Entity has measures and policies in place to prevent Modern Slavery, they have not yet publicly disclosed a Modern Slavery Statement.</p>
10.4a-c Non-Discrimination	Conformance	The Entity is committed to non-Discrimination and communicates this commitment in its Codes of Conduct for employees and suppliers.
10.5 Communication and engagement	Conformance	The Entity's leadership team involves staff representatives to have ongoing direct exchanges. Direct and frequent communication within the Entity is established. Complaints and issues can be raised either directly or through the line manager or assigned business partners. A compliance hotline is in place and is communicated internally and externally.
10.6a-g Violence and Harassment	Conformance	The Entity respects its employees and does not accept any case of Violence or Harassment at their facility or at their suppliers. Clear principles and guidelines including a Code of Conduct are defined and published at: https://datwyler.com/company/corporate-governance/compliance

CRITERION	RATING	COMMENT
10.7a-c Remuneration	Conformance	<p>All wages are regulated through the Collective Bargaining Agreement (CBA) of the Swiss metal sector. An additional agreement exists that regulates additional financial and non-financial benefits for employees.</p> <p>All payments are made on time and are documented and submitted at the end of the month to the employees' bank accounts.</p>
10.8a-c Working Time	Conformance	Working hours are recorded electronically and paid with the relevant bonus payments. Working hours are monitored and are managed in accordance to Swiss Labour law.
10.9a-b Informing Workers of Rights	Conformance	<p>Employees are trained on their rights and obligations as part of the recruitment process.</p> <p>Employees continue to receive training in the course of their employment and when questions arise. The personnel association and the staff council are trained by the sector association (GAV) and pass on their knowledge to employees regularly. Staff get information via "we connect" and email.</p>

11. OCCUPATIONAL HEALTH AND SAFETY

11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has implemented an Occupational Health and Safety (OH&S) Management System according to ISO 45001:2018.</p> <p>The ISO Certificate is accessible at: https://datwyler.com/files/pages/data/downloads/iso-45001-2018-schattdorf-ch/15b5d69140-1724875335/datwyler.com_iso-45001-2018_schattdorf-ch.en.pdf</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	The Entity has a certified ISO 45001 Management system. The system is reviewed quarterly for effectiveness by means of a management review, however the Entity has not yet publicly disclosed the effectiveness of the OH&S System on an annual basis.
11.2 Employee engagement on Health and Safety	Conformance	A Safety Committee with employee engagement meets quarterly to review the outcome of the OH&S Management System.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	16 December 2024	Initial Certification Audit – Provisional Certification