

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Dicastal UACJ Bolv Automotive Components Co., Ltd

CERTIFICATE NUMBER
386

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE
SERVICES UK LTD.**

DATE OF ISSUE

26 NOVEMBER 2024

DATE OF EXPIRY

25 NOVEMBER 2027

CERTIFIED SINCE

26 NOVEMBER 2024

AUTHORISED BY

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

Production processes, including
sawing, machining, heat treatment,
welding and assembly, along with
associated administrative
functions involved in
manufacturing of automotive
components at Dicastal UACJ Bolv
Automotive Components Co., Ltd.
located in Hebei Province, China.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Dicastal UACJ Bolv Automotive Components Co., Ltd.
ENTITY NAME	Dicastal UACJ Bolv Automotive Components Co., Ltd
CERTIFICATION SCOPE	Production processes, including sawing, machining, heat treatment, welding and assembly, along with associated administrative functions involved in manufacturing of automotive components at Dicastal UACJ Bolv Automotive Components Co., Ltd. located in Hebei Province, China.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Semi-Fabrication
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">11 – 14 June 2024
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">1 July 2024
AUDIT SCOPE	<p>The Audit Scope included the Aluminium product processing and associated administrative facilities of the Dicastal UACJ Bolv Automotive Components Co., Ltd.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Semi-Fabrication <p>All relevant 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	26 November 2024 – 25 November 2027

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 25 November 2026

CERTIFICATE NUMBER 386



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

Dicastal UACJ Bolv Automotive Components Co., Ltd. (the 'Entity') was established in 2019 in Qinhuangdao City, Hebei Province, China. The Entity has a registered capital of 100 million RMB, and its main business scope is research and development, processing, manufacturing, sales, import and export of new Aluminium components, and providing related supporting services. Its main products include automotive components such as battery boxes, anti-collision beams, energy absorption boxes, and thermal management systems. The Entity covers an area of 38514.78 square meters and has an annual production capacity of one million anti-collision beams, 25,000 sets of battery boxes, and 3000 tons of other automotive components.

The Entity employs 150 Workers and operates several departments, including operations management, financial management, personnel management, quality assurance, an engineering technology centre, a sales management department, safety and environmental protection, and a comprehensive office.

Located in Haigang District of Qinhuangdao City, the Entity is located near Aokoningke (Qinhuangdao) Aluminum Industry Co., Ltd. and Qinhuangdao Huixiang Wood Industry Co., Ltd. Within three kilometres, there is Donghuan Road Street and Yuming Middle School. The surrounding areas do not have any cultural relics or religious sites. There is a newly opened river system within three kilometres nearby, the area does not have forests, wetlands, grasslands, or natural reserves.

The relevant parties are Haigang District Government and relevant departments of Qinhuangdao City, Donghuan Road Street, Yuming Middle School, Aokoningke (Qinhuangdao) Aluminum Industry Co., Ltd., Qinhuangdao Huixiang Wood Industry Co., Ltd., CITIC Bohai Aluminum Industry Holdings Co., Ltd., CITIC Dicastal Co., Ltd., and Japan UACJ Co., Ltd.

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	Medium	Low	Low	LOW
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL		MEDIUM		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity has developed and implemented systems to maintain awareness of and Compliance with Applicable Law. An internal Compliance evaluation is conducted annually. Further information on the legal compliance assessment is available in the Compliance Statement and Code of Conduct: https://dub-auto.com/Public/Uploads/20240527/6653dbbc77a91.pdf https://dub-auto.com/Public/Uploads/20240527/6653dac5930e0.pdf</p> <p>However, the Entity has not identified two applicable regulations.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has developed and implemented Policies and processes to identify and prevent Corruption, including the Anti-Corruption Management Procedure. The Entity works against Corruption in all its forms, including Extortion and Bribery, consistent with Applicable Law and prevailing standards. A review of the Entity's register of misconduct and internal control audit reports shows no cases of Corruption reported between 2023 and 2024.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has established and implemented a Code of Conduct including environmental, social and governance performance principles. The Entity has implemented adequate measures, including training and communications, to raise awareness of the Code among business partners and suppliers. A formal review of the Code of Conduct is conducted annually. As needed following any changes to the Business that cause Material changes in environmental, social and governance risks, or there are indications of control deficiencies. The Code of Conduct is available at: https://dub-auto.com/Public/Uploads/20240527/6653dac5930e0.pdf</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has implemented a Management Policy consistent with the environmental, social, and governance practices included in the ASI Performance Standard. The Policy is communicated to all employees internally and is publicly disclosed: https://dub-auto.com/Public/Uploads/20240527/6653dac5930e0.pdf</p> <p>The Entity has a process for reviewing the Policy annually and when there are any changes to the Business that bring about Material changes in environmental, social, and governance risks or indications of control deficiencies.</p>
2.2a-c Leadership	Conformance	<p>The Entity's Assistant General Manager has been nominated as the ASI Management Representative responsible for establishing and implementing the ASI Standards within the Entity and communicating the ASI Policies across the Entity.</p> <p>A cross-departmental ASI Working Group has been established. The ASI Policies and Management Procedures are communicated to all employees through training.</p>
2.3a Environmental and Social Management Systems - Environmental	Conformance	<p>The Entity has implemented and documented an Environmental Management System and holds a valid ISO 14001:2015 certificate.</p>

CRITERION	RATING	COMMENT
2.3b Environmental and Social Management Systems – Social	Conformance	A Social Management System has been established and implemented. Social and Occupational Health & Safety impacts have been identified and assessed, and the associated management provisions for preventing and/or mitigating these impacts are established and implemented.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has developed and implemented Policies, systems, procedures, and processes that conform to the requirements for responsible sourcing. The Entity has conducted second-party Due Diligence audits at major next-tier suppliers' sites to qualify them. The procurement team and relevant personnel are trained on responsible sourcing requirements annually. The Entity's Purchasing Policies are available at:</p> <p>https://dub-auto.com/Public/Uploads/20240527/6653db1d0a779.pdf</p> <p>According to the ASI Documentation Management Procedure, in addition to the periodic management review meetings, the purchasing Policies are reviewed upon any changes to the Business that alter Material environmental, social, and governance risks or indicate control deficiencies.</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	<p>This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes.</p> <p>The Entity has implemented ISO14001, and ISO45001 Management System, environmental aspect, health and safety risk and control plans will be reviewed annually. According to the ASI management procedures, the Entity has committed to regularly review the environmental and social impact management plan, with a minimum review frequency of once every five years. The assessment report and management plans are disclosed publicly at:</p> <p>https://dub-auto.com/Public/Uploads/20240613/666a59abd6084.pdf</p> <p>Since March 2020, the Entity has not undertaken any new construction projects or significantly changed existing Facilities.</p>
2.6a-h Human Rights Impact Assessment	Not Applicable	<p>This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes.</p> <p>The Entity establishes and implements the documented procedures to identify and assess the risks to Human Rights and business ethics and establishes the relevant control measures based on the ASI Performance Standard and associated legal requirements. In Human Rights, the management plan is established and implemented. Human Rights Impact Assessment report and management plans are publicly disclosed at:</p> <p>https://dub-auto.com/Public/Uploads/20240613/666a59d486da3.pdf</p> <p>Besides the annual review, top management has committed to reviewing the management plans after any changes to the Business that alter Material Human Rights risk(s) and any indication of a control gap.</p>
2.7a-f Emergency Response Plan	Conformance	<p>The Entity holds valid ISO 14001:2015 and ISO 45001:2018 certificates and Emergency Response Plans (ERPs) have been developed and implemented. Records for personnel training and emergency drills are maintained and were during the Audit.</p> <p>In addition to registering the relevant environmental ERP with the local environmental protection department and disclosing the plan to the public. The Entity will communicate the ERP to Local Communities</p>

CRITERION	RATING	COMMENT
		upon request. The Entity's ERPs are available at: https://dub-auto.com/Public/Uploads/20240527/6653d9ff6d574.pdf https://dub-auto.com/Public/Uploads/20240527/6653d9e347dc8.pdf
2.8a-d Suspended Operations	Conformance	The Entity has developed the 'Provisions on decision-making and administration of critical business matters' Management Procedure to address situations where it may have to suspend or significantly alter operations due to factors outside its control. The Entity commits to obey the Applicable Law and Policies on layoffs and consult employee organisations at the same time. The Entity has a process to annually review the Management Procedure and suspension process in case of Material environmental, social and governance risks caused by changes to the Business or any indication of a control gap. There have been no situations in which to suspend or significantly alter operations in the last three years.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established the 'Environmental, Social, and Governance Management Procedure for Enterprise Closure, Retirement, and Divestment'. Senior management has committed to conduct Due Diligence for mergers and acquisitions to review its environmental, social and governance practices, including those associated with Historic Aluminium Operations. There has been no merger or acquisition activity in the last three years.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a Management Procedure for closure, decommissioning and divestment. There has been no such activity in the last three years.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has implemented a Materiality screening process, and the key concerns of Stakeholders, including air pollution and Hazardous Waste management, have been identified. The Entity's management approach and its performance on Material issues are disclosed in the 2023 Sustainability Report: https://dub-auto.com/Public/Uploads/20240614/666bce94b4707.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity has publicly disclosed information on significant fines, judgments, penalties and non-monetary sanctions for failure to comply with Applicable Law in its 2023 Sustainability Report. There are no significant fines or penalties imposed on the Entity as reported in the Entity's 2023 Sustainability Report, page 9: https://dub-auto.com/Public/Uploads/20240614/666bce94b4707.pdf
3.3a-c Payments to Governments	Conformance	The Entity only makes or has made payments to governments on its behalf on a legal and/or contractual basis. Payments to governments are reported in the 2023 Sustainability Report, available at: https://dub-auto.com/Public/Uploads/20240614/666bce94b4707.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established a Complaints and Grievance Management Procedure and implemented a Complaints Resolution Mechanism that is available on the Entity's website: https://dub-auto.com/Public/Uploads/20240605/665ffa0463ba4.pdf To date, no significant complaint has been received. Complaints, grievances, and/or Stakeholders' concerns and the resolution

CRITERION	RATING	COMMENT
		approach are reviewed in the annual ASI management review meeting. The Entity has established processes to review the Complaints Resolution Mechanism after any changes to the Business that alter Material environmental, social, and governance risks and if there is any indication of a control gap.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted an Environmental Life Cycle Assessment (LCA) covering its major Product lines. The LCA includes a cradle-to-gate approach and addresses the various production stages and end-of-life recycling.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Minor Non-Conformance	<p>The Entity has prepared a cradle-to-gate LCA of its main Products and prepared an LCA report referring to the principles regulated in ISO 14040 and ISO 14044, as well as a publicly disclosed summary report on its official website. The report discloses some key information about the LCA, such as underlying assumptions, system boundaries, etc. The report is available at: https://dub-auto.com/Public/Uploads/20240527/6653da492566f.pdf</p> <p>The Entity confirms that subject to the relevant contract terms, adequate cradle-to-gate LCA information on its Aluminium products will be made available to the customer upon request. No document review or request has been made to date.</p> <p>However, the Entity's publicly disclosed Environmental Life Cycle Assessment Report included incomplete evaluation results, such as the absence of information regarding acidification trends and relevant information on sensitivity analysis.</p>
4.2 Product Design	Conformance	The Entity does not undertake product design and development activities, products are processed according to the customer's designs. However, the Entity tries to improve production processes to reduce resource consumption and waste generation. For example, it has established a quality objective for each process's yield rate.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has established a waste/scrap management procedure and implemented processes to collect, recycle, and reuse all Process Scrap and non-conforming Products. The Entity has a target to recycle all Process Scrap, and the records confirm that the target was achieved.
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	According to management interview, the Entity communicates with the main customer to discuss how to improve the recycling rate of products at End of Life, and commits to engage with local, regional or national collection and recycling systems to support accurate measurement and efforts to increase recycling rates in their respective markets for their Products containing Aluminium.
5. GREENHOUSE GAS EMISSIONS		

CRITERION	RATING	COMMENT
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	<p>The Entity has established a management Procedure for the calculation of Greenhouse Gas (GHG) emissions, which establishes the protocol for reporting Scopes 1, 2 and 3 GHG emissions. The Entity has publicly disclosed its 2023 GHG Emissions Report. A third party has verified The GHG emissions calculations to a 'reasonable' level of assurance. The 2023 GHG Emissions Report and Verification Certificate are available at:</p> <p>https://dub-auto.com/Public/Uploads/20240604/665e665aeb639.pdf</p> <p>https://dub-auto.com/Public/Uploads/20240528/6655477554af9.pdf</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	Conformance	<p>The Entity has established its GHG emissions reduction targets as part of its commitment to green and low-carbon development. The GHG Emissions Reduction Pathway is consistent with a 1.5°C warming scenario. The main methods of GHG emissions reduction for the Entity include increasing the percentage of green energy and improving energy efficiency. The GHG Emissions Reduction Plan and Pathway are disclosed at:</p> <p>https://dub-auto.com/Public/Uploads/20240527/6653d9ab14099.pdf</p> <p>There is a mechanism to review the GHG Emissions Reduction Plan annually and the pathway if needed.</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity has established a GHG Emissions Reduction Plan to define the management approaches to GHG emissions, focusing mainly on energy management. On-site observation, document review and interview, following the 'Plan-Do-Check-Action' approach, the Entity manages the energy consumption. It monitors the performance of the Management System to achieve the objectives of the GHG Emissions Reduction Plan.</p>
OA 4B6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>Following the Environment Management System and legal requirements, the Entity identifies, assesses and quantifies Material Emissions to Air from its activities, implements the control plans to minimise exposure to and impacts from Emissions to Air, monitors the effectiveness of the control plans periodically, reviews the control plans regularly and in the case of Major Changes or non-conformance is found. The Entity publicly disclose the environmental performance and implementation plan on the Hebei enterprise environmental information disclosure system as required by law:</p> <p>https://dub-auto.com/Detail/index/cid/070204/id/351</p>
6.2a-g Discharges to Water	Conformance	<p>No wastewater is generated from the Entity's production processes, only the sanitary wastewater is discharged into public drainage. The Material Discharges to Water and the target and management</p>

CRITERION	RATING	COMMENT
		program are published at: https://dub-auto.com/Public/Uploads/20240527/6653d9ab14099.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	An assessment of risk areas of operations where Spills and Leakage may contaminate air, water and soil is conducted by following the risk assessment process of the Environmental Management System. The relevant management plan is established and implemented. The Entity reviews the plans periodically, if needed, after a Spill/Leakage event or major Business change. The identification and risk assessment report of Spills and Leakage is available at: https://dub-auto.com/Public/Uploads/20240527/6653da7a6c76e.pdf
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The reporting of Spills and Leakage is defined in the Entity's environment protection management procedure. No Spills have occurred in the past three years.
6.5a-c Waste Management and Reporting	Conformance	The Entity's Environmental Management System covers Waste Management. The Entity implemented a Waste Management strategy following the Waste Mitigation Hierarchy. The Entity mitigates Material impacts by reusing and recycling waste. The disposal of Hazardous Waste complies with the applicable legal requirements. The quantity of Hazardous and Non-Hazardous Waste generated by the Entity from its activities in 2023 is available at: https://dub-auto.com/Public/Uploads/20240527/6653d9ab14099.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	Based on the approved Environmental Impact Assessment Report, no wastewater is generated from the production process. Only sanitary wastewater is discharged into the public drainage system. The water withdrawal and use in the Assessment Report of Water-Related Risks are identified and documented by source and type. The water-related risk is assessed as low. The Assessment Report of Water-Related Risks is available at: https://dub-auto.com/Public/Uploads/20240527/6653da9688a55.pdf
7.2a-e Water Management	Not Applicable	This Criterion is not applicable where risks identified in the Environmental Impact Assessment Report are assessed and documented as low. There are no Material water-related risks in the Entity's Area of Influence.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	Biodiversity and Ecosystem Services Risk and Impact assessment are included in the Environmental Impact Assessment Report, conducted by qualified third parties, and the local Environment Protection Agency

CRITERION	RATING	COMMENT
		<p>approves the EIA reports. According to the approved EIA reports, no Biodiversity-sensitive areas exist in the Entity's Area of Influence and risks are documented as low.</p> <p>The Entity is located in the industrial zone planned by the local government and has an effective Environment Management System.</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the identified risks and potential impacts are assessed and documented as low based on the Environmental Impact Assessment Report approved by the local environment protection agency. No Priority Ecosystem Services are identified.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the risks and potential impacts identified in the Environmental Impact Assessment Report are assessed and documented as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, there are no Priority Ecosystem Services are identified.
8.4 Alien Species	Conformance	The Entity identifies the risks of introducing Alien Species into its operations and logistics and assesses whether the activities could have Material adverse impacts on Biodiversity and Ecosystem Services. The result is that the risk is low.
8.5a-b Commitment to 'No Go' in World Heritage Properties	Conformance	The Entity has committed not to explore or develop New Projects or Major Changes in World Heritage Properties. There are no World Heritage Properties in the Entity's Area of Influence.
8.6a-d Protected Areas	Conformance	The Entity has committed to protecting the environment in the management manual. There are no Protected Areas in the Entity's Area of Influence.
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 has formulated a Code of Conduct, affirming its commitment to upholding Human Rights, promoting gender equality, and adhering to the UN Guiding Principles on Business and Human Rights. The Entity has published its Human Rights Impact Assessment Report, which details the approach taken to engage with affected communities and the mechanisms for resolving complaints.</p> <p>Based on the annual Human Rights Impact Assessment Report, records from management review meetings, and stakeholder grievance records, the Entity's operations have not resulted in or contributed to any significant adverse Human Rights impacts. Nevertheless, should any negative effect on Human Rights be identified or reported, the Entity pledges to provide appropriate remedies or cooperate through legitimate processes. The Code of Conduct is available at:</p> <p>https://dub-auto.com/Public/Uploads/20240527/6653db0236c4c.pdf</p>

CRITERION	RATING	COMMENT
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has implemented the legal requirements on women's rights, and control measures are established accordingly, such as non-discrimination, and OH&S protection, including pregnancy, physical work, etc. Evidence that the Entity respects gender equity is through consistent actions to increase the number of women in the production processes and leadership positions. The Entity has implemented a program that promotes gender equity and women's empowerment, including equitable employment practices, training opportunities, contract awarding, engagement processes, and management activities. Interviewed women Workers and women representatives, confirmed they do not feel discriminated against, and all their legal rights are respected. The Entity's risk on Gender-Responsive Policy is publicly disclosed at: https://dub-auto.com/Public/Uploads/20240527/6653db59312da.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. However, the Entity has established and implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples.
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 and implemented policies and processes to ensure respect for the rights and interests of Indigenous Peoples.
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 an established procedure for identifying cultural and Sacred heritage and conducting risk assessments to reduce the impact on Cultural and Sacred Heritage sites. All of the Entity's new or existing projects have undergone EIA and social assessment, and there are no Sacred or cultural heritage sites in the Entity's Area of Influence.
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	The Entity has established New Project Investment Development Management Procedures; the local authority must approve all project development. All existing projects are located in an industrial zone developed by the local government; no resettlement is required as no new project has been developed since the Entity joined ASI.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has implemented a stakeholder engagement process to actively identify and address the primary concerns of the affected population and organisations. The most significant impact on Affected Populations and Organisations is the environmental pollution caused by its operations. To effectively respond to these concerns, the Entity has developed a range of plans. These plans are regularly reviewed annually, and any necessary improvements are identified

CRITERION	RATING	COMMENT
		and implemented. The Entity's performance in executing these plans and actions is transparently disclosed in the 2023 Sustainability Report, pages 20-21: https://dub-auto.com/Public/Uploads/20240614/666bce94b4707.pdf
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	Management Systems, including a Supply Chain Policy, responsibilities and resources, information gathering, and supplier engagement, are established and implemented by the Entity. The Supply Chain Policy and commitments on responsible resources, including grievance channels, are specified in the Responsible Procurement Policy, which is publicly disclosed at: https://dub-auto.com/Public/Uploads/20240527/6653db1d0a779.pdf No complaints on this issue have been received to date.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Minor Non-Conformance	The Entity conducts regular risk assessments to identify and evaluate potential risks within its supply chain. It is important to note that the Entity does not utilise conflict minerals and ensures that no materials are sourced from Conflict-Affected and High-Risk Areas (CAHRAs). Furthermore, the Entity is committed to addressing critical Human Rights issues, such as Child and Forced Labour, and ensures that these issues are not present within its supply chain. However, in the Supplier Audit Report, the Entity didn't assess three out of 13 suppliers as to whether their supply chains were located in, and sourced from/produced in CAHRAs, and the practice on the topic of conflict material is not publicly disclosed.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has established a conflict minerals and supply chain management program and has committed to taking actions such as suspending cooperation, returning goods, and imposing penalties to eliminate the risk of using conflict minerals within its supply chain. Based on risk assessment records, no conflict minerals are used, no materials are sourced from CAHRAs with no critical Human Rights issues such as Child or Forced Labour.
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	Minor Non-Conformance	Relevant information and practice performance on supply chain Due Diligence, especially on conflict material, are not publicly disclosed by the Entity.
9.9 Security practice	Conformance	All security guards are employed by the Entity. The Entity is committed to respecting Human Rights in its security activities, such as not allowing searches and requiring security guards to act in a humanely. All security guards understand their tasks and how to respect Human Rights; no grievances or complaints have been received against security activities.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	This Criterion is not applicable to the Entity, as the right to Freedom of Association and Collective Bargaining is addressed in accordance

CRITERION	RATING	COMMENT
		with Chinese Applicable Law (e.g. Labour Unions are Government controlled and not independent).
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	The Entity's senior management has committed to respecting the right to Freedom of Association and Collective Bargaining. Workers' representatives are freely elected by employees every five years. A Worker representative congress meeting is regularly held annually, and Workers' concerns are communicated and discussed with top management. There is no Collective Bargaining Agreement in the Entity.
10.2a-c Child Labour	Conformance	Child Labour is prohibited in China. The legal minimum working age is 16 years old. The Policy of not using Child Labour and young Worker protection procedures are established and implemented. The age of the candidate is verified by checking the ID cards and via interviews. The copies of the ID cards of the Workers are kept in the personal files as evidence of age verification. There is not Child Labour or young Worker at the Entity.
10.3a-c Forced Labour	Conformance	<p>The Entity has established a comprehensive Policy that strictly prohibits Forced Labour, including Human Trafficking. This Policy applies not only to the Entity itself but also to its suppliers, emphasising the importance of compliance with the prohibition of forced labour, slavery, and Human Trafficking. It is worth noting that no illegal wage deduction, Debt Bondage, pay for a debt, or any other indicators of forced labour have been identified or reported within the Entity. This underscores the Entity's commitment to ensuring fair and ethical labour practices. Detailed information regarding the Policy and its implementation can be found in the Entity's Code of Conduct and Responsible Procurement Policy.</p> <p>Code of Conduct: https://dub-auto.com/Public/Uploads/20240527/6653db0236c4c.pdf</p> <p>The Entity publicly disclosed its Anti-Slavery and Anti-Trafficking Statement available at: https://dub-auto.com/Public/Uploads/20240527/6653db6bd0a02.pdf</p>
10.4a-c Non-Discrimination	Conformance	The Entity is committed to non-Discrimination. No case of Discrimination was received. The recruitment advertisements and training plans indicate that decisions are solely based on the candidate's ability to perform the job's requirements rather than other personal characteristics. The interviewed Workers confirm they feel equal in the Entity.
10.5 Communication and engagement	Conformance	Direct and frequent communication with the Workers and their representatives is established. The communication channels are announced to the Workers, and the Workers can complain and raise their concerns regarding working conditions and the resolution of workplace and compensation issues without the threat of reprisal, intimidation, or harassment.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented Policies stating that Harassment or bullying is not accepted. The disciplinary measures are approved in the Worker representative meeting, comply with legal requirements, and require the confirmation of the involved Worker. An information brochure has been developed and distributed to all employees. The Entity's Code of Ethics is clear on this issue, and regular employee

CRITERION	RATING	COMMENT
		training is provided. The Code of Conduct is available at: https://dub-auto.com/Public/Uploads/20240527/6653db0236c4c.pdf
10.7a-d Remuneration	Conformance	<p>In compliance with regulatory requirements, the Entity has entered into labour contracts with all employees, wherein the terms and conditions are clearly defined. The labour contracts specify the employee's probationary period, contract duration, basic salary, and calculation of Overtime pay, among other provisions.</p> <p>The wage structure is clearly defined, and the basic wage is above the local legal minimum wage. The compensation for the Overtime work meets the legal requirements. The mandatory allowances are provided to the Workers. The total payment meets the Workers' basic needs. All employees enrol in the compulsory social insurance scheme. The payment of wages is documented and timely paid to all Workers by bank transfer on the 20th of the following month. The internal office automation system can access detailed information about wages, allowances, Overtime work compensation, and deductions.</p>
10.8a-c Working Time	Conformance	Working hours are recorded accurately, and the regular working hours for office staff are 8 hours a day and 5 days a week. In the production department, most Workers implement four groups and three shifts working system, 8 hours per day per shift; workers work 6 days in a row and have 2 days' rest; the shifts will be switched every 2 days. Working hours are monitored control, all Workers' monthly Overtime working hours do not exceed the legal monthly limit, and all Workers have one day off per seven-day period. All Workers' workdays do not exceed 8 hours on average over a six-month period.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs its Workers of their rights and has established cooperation and communication with the Workers at all its production plants. National laws and regulations in China are respected and complied with.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	<p>The Entity establishes, implements, maintains, and continuously improves the Occupational Health and Safety (OH&S) Management System. All sites hold valid ISO 45001:2018 certificates. On-site observation, document review, management, and worker interviews, the OH&S management system is effective.</p> <p>However, the Entity did not set up a notice board in a prominent position to publish the rules and regulations, operating procedures, emergency rescue measures for occupational disease hazards and the test results of occupational disease hazards in the workplace.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity periodically reviews the OH&S Management System through monthly safety meetings, annual legal compliance evaluations, annual internal audits against ISO 45001:2018, and management review meetings. When any indication of a control gap is shown, the review is conducted to assess if the potential corrective and preventive actions should be implemented. The KPIs (objectives/targets) of the OH&S Management System include Leading and lagging indicators. The achievement of OH&S objectives/targets in 2023 and the comparative analyses of performance with peer businesses and leading practices are available in the 2023

CRITERION	RATING	COMMENT
		Sustainability Report, pages 12- 14: https://dub-auto.com/Public/Uploads/20240614/666bce94b4707.pdf
11.2 Employee engagement on Health and Safety	Conformance	Per the register of complaints and advice from Workers, all concerns and advice on OH&S issues raised by Workers are investigated and analysed, and action is taken if needed. The Health and Safety Committee, including the Workers' representatives, holds a quarterly meeting to discuss the OH&S issues raised by Workers and acts if needed.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	26 November 2024	Initial Certification Audit – Full Certification