ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Logan Aluminum, Inc.

CERTIFICATE NUMBER

193

ASI STANDARD

PERFORMANCE STANDARD (V3.1 2023)

DATE OF ISSUE

23 MARCH 2025

CERTIFICATION LEVEL

FULL CERTIFICATION

DATE OF EXPIRY

22 MARCH 2028

ASI ACCREDITED AUDITING FIRM

DNV BUSINESS ASSURANCE SERVICES UK LTD.

CERTIFIED SINCE

23 MARCH 2022

AUTHORISED BY

The

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

Validity of this Certificate is subject to continued conformance with the applicable ASI Standard and can be verified at

www.aluminium-stewardship.org

CERTIFICATION SCOPE

Remelting, recycling, casting, hot mill rolling, cold mill rolling, and coil finishing at the Logan Aluminum facility in Russellville, KY, USA.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Logan Aluminum, Inc.			
ENTITY NAME	Logan Aluminum, Inc.			
CERTIFICATION SCOPE	Remelting, recycling, casting, hot mill rolling, cold mill rolling, and coil finishing at the Logan Aluminum facility in Russellville, KY, USA.			
SUPPLY CHAIN ACTIVITIES	Aluminium Re-melting/RefiningCasthousesSemi-Fabrication			
ASI STANDARD	Performance Standard V3.1			
AUDIT TYPE	 Initial Certification Audit (7 – 11 February 2022) Surveillance Audit (10 – 12 October 2023) Re-Certification Audit and Scope Change (10 – 13 March 2025) 			
AUDIT FIRM	DNV Business Assurance and Services UK Ltd.			
AUDIT DATE	 7 - 11 February 2022 (Initial Certification Audit) 10 - 12 October 2023 (Surveillance Audit) 10 - 13 March 2025 (Re-Certification Audit and Scope Change) 			
AUDIT REPORT SUBMISSION	 19 February 2022 (Initial Certification Audit) 15 November 2023 (Surveillance Audit) 30 April 2025 (Re-Certification Audit and Scope Change) 			
AUDIT SCOPE	Initial Certification Audit (7 – 11 February 2022) The Audit Scope included remelting, recycling, casting, hot mill rolling, cold mill rolling, and coil finishing at the Logan Aluminum facility in Russellville, KY, USA.			
	 Supply chain activities included in the Audit Scope: Aluminium Re-melting/Refining Casthouses Semi-Fabrication 			
	All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.			
	Surveillance Audit (10 – 12 October 2023) The Audit Scope included remelting, recycling, casting, hot mill rolling, cold mill rolling, and coil finishing at the Logan Aluminum facility in Russellville, KY, USA.			
	Supply chain activities included in the Audit Scope:Aluminium Re-melting/RefiningCasthouses			

• Semi-Fabrication

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

Re-Certification Audit and Scope Change (10 - 13 March 2025)

The Audit Scope included remelting, recycling, casting, hot mill rolling, cold mill rolling, and coil finishing at the Logan Aluminum facility in Russellville, KY, USA.

Supply chain activities included in the Audit Scope:

- Aluminium Re-melting/Refining
- Casthouses
- Semi-Fabrication

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME

Certification

AUDIT METHODOLOGY DECLARATION

The Auditors confirm that:

- ☐ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
- ☐ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
- ☑ The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.
- ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD

23 March 2025 - 22 March 2028

NEXT AUDIT TYPE

Surveillance Audit

NEXT AUDIT DATE

22 September 2026

CERTIFICATE NUMBER

193



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

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

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

ENTITY OVERVIEW

The Logan Aluminum facility (the 'Entity') is located in rural Logan County, Kentucky, USA and commenced operation in 1985, and is a joint venture currently owned by Novelis and Tri-Arrows Aluminum. The facility is situated on a 400 hectare site and produces can stock mainly for the domestic market and includes Remelting, Casting, Hot Rolling, Cold Rolling, and Finishing. The Entity uses primary ingot and secondary recycled inputs to produce over 900,000 tonnes (2 billion pounds (lbs)) of Aluminium annually.

There are over 1,450 employees and contractors working on the site, which also includes maintenance workshops, canteen, medical centre, some recreation areas, administrative offices, laboratory, landfill site, electrical substation, parking lots, wastewater treatment plant, wetland and storage areas.

The Entity's rural location includes some farming neighbours and small local communities with the nearest town, Lewisburg, approximately three kilometres to the north of the facility. Key stakeholders include various Government and regulatory agencies, the local community, local schools, and employees.

The Entity's Hot Mill upgrade project and expansion of the high bay storage is currently ongoing.

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	High	Medium	HIGH
RISKS	High	High	Medium	HIGH
PERFORMANCE	High	High	High	HIGH
OVERALL		HIG	∋H	

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has established effective systems to ensure ongoing Compliance with legal and regulatory requirements. A dedicated team monitors changes in law through multiple sources, while employees receive regular training on relevant health, safety, and environmental regulations. Non-Compliances are addressed through a formal corrective action process, supported by routine internal audits and performance reviews.
1.2 Anti-Corruption	Conformance	The Entity has implemented both a Policy and a robust system for identifying and complying with relevant laws and regulations. The Entity has implemented a Policy related to anti-Corruption and Bribery.
1.3a-e Code of Conduct	Conformance	The Entity maintains a Code of Conduct that reflects strong environmental, social, and governance principles. The document is reviewed annually through the Entity's document management system, with the most recent update being completed in July 2024. Both the Employee Code of Conduct and Supplier Code of Conduct are publicly available at: https://www.logan-aluminum.com/resources
2. POLICY AND MANAGEMEN	Т	
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented environmental, social, and governance Policies that are reviewed annually, endorsed by senior management, and communicated through formal training and internal systems.
2.2a-c Leadership	Conformance	The Entity has appointed senior leadership to oversee the implementation and communication of its ESG Policies and provides resources to support its Management Systems.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented integrated Environmental and Social Management Systems, including ISO 45001 and ISO 14001 certification and supporting platforms for training, documentation, and internal reporting.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented integrated Environmental and Social Management Systems, including ISO 45001 and ISO 14001 certification and supporting platforms for training, documentation, and internal reporting.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented and publicly disclosed a responsible sourcing Policy via their Supplier Code of Conduct, which addresses key environmental, social, and governance issues. Ongoing efforts are in place to ensure consistent application across suppliers and improve policy review practices. The Supplier Code of Conduct is available at: https://www.logan-aluminum.com/wp-content/uploads/2022/02/Supplier-Code-of-Conduct-2022.pdf

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as it has not undertaken any Major Changes requiring a formal Impact Assessment. A documented 'management of change' process is in place to evaluate and manage environmental and social risks associated with operational modifications.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as it has not undertaken any Major Changes requiring a Human Rights Impact Assessment. Human Rights risks are addressed through proactive inclusion efforts, with opportunities identified to enhance ergonomic and workplace assessments in support of gender equity.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented a site-specific Emergency Response Plan which is supported through annual training and review processes. The Entity publicly discloses its Spill response procedures at: https://www.logan-aluminum.com/wp-content/uploads/2025/02/Spill-Prevention-Managementpdf
2.8a-d Suspended Operations	Conformance	The Entity maintains a Business Recovery Plan to manage operational disruptions, with recent updates and demonstrated application in past events such as the COVID-19 pandemic.
2.9a-b Mergers and Acquisitions	Not Applicable	This Criterion is not applicable to the Entity as it is owned and controlled by a Joint Venture (JV) and as such mergers and acquisitions are controlled by the JV owners.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has no current plans for closure or divestment. Should future closures or divestments occur, the Entity is expected to review associated risks and develop monitoring and mitigation plans in consultation with affected Stakeholders.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Minor Non- Conformance	The Entity has disclosed its governance approach and a range of Material sustainability impacts in the Sustainability Report: https://www.logan-aluminum.com/wp- content/uploads/2024/08/Logan-Aluminum-Sustainability-Report- 2023pdf However, Health and Safety reporting is currently undertaken via the regulator and has not yet been included in the disclosures that are fully accessible to the public.
3.2 Non-compliance and Liabilities	Conformance	The Entity has internal systems for managing and addressing non-compliance. Liabilities are not disclosed at Entity-level, rather by Joint Venture (JV) owners, Novelis and Tri-Arrows. Tri-Arrows is a privately held company and as such, has a more limited corporate reporting framework. Detailed information on fines, judgments, penalties, and non-monetary sanctions for failure to comply with Applicable Law are provided on the EPA Enforcement and Compliance History Only (ECHO) website: https://echo.epa.gov/detailed-facility-report?fid=110043784982 In addition, this information is available on the Occupational Safety and Health Administration's (OSHA) Integrated Management Information System (IMIS):

CRITERION	RATING	COMMENT
		https://www.osha.gov/ords/imis/establishment.search?p_logger=1&es tablishment=Logan+Aluminum&State=all&officetype=all&Office=all&si tezip=&p_case=all&p_violations_exist=all&startmonth=12&startday=1 8&startyear=2018&endmonth=12&endday=18&endyear=2023
3.3a-c Payments to Governments	Conformance	The Entity makes payments to governments solely on a legal or contractual basis and does not make political contributions. Relevant payment information is disclosed through tax and regulatory filings.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented a Third Party Complaints Mechanism accessible to internal and external Stakeholders and disclosed through its Code of Conduct. Whilst no complaints have been received to date, the system is reviewed regularly and supported by internal escalation procedures.
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has conducted a 'cradle-to-gate' Life Cycle Assessment (LCA) and provides relevant data with customers via its corporate JV owners as part of the LCA's and Product profiles. The Entity contributes to sector-wide LCA's and updates its analysis as Material changes arise.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has conducted a 'cradle-to-gate' LCA and provides relevant data with customers via its Corporate JV owners as part of the LCA's and Product profiles. The Entity contributes to sector-wide LCA's and updates its analysis as Material changes arise. LCA information is not publicly communicated by the Entity, however
		relevant Product data is shared with downstream customers including its JV owners.
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity, as it does not participate in end Product design. However, it does contribute to Circular Economy outcomes by supplying Aluminium sheet that is 100% recyclable and widely used in 'closed-loop' applications.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented sound Scrap management systems, targeting 100% recycling and reuse of Aluminium Process Scrap and separating alloy grades in accordance with internal procedures and contractual requirements.
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 engages with local and national recycling systems to improve Aluminium recovery rates, supporting regional infrastructure development and participating in industry advocacy initiatives.
5. GREENHOUSE GAS EMISSION	ONS	

CRITERION	RATING	COMMENT
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non- Conformance	The Entity discloses its energy and Greenhouse Gas (GHG) emissions Scope 1 and 2 data in the Sustainability Report. https://www.logan-aluminum.com/wp- content/uploads/2024/08/Logan-Aluminum-Sustainability-Report- 2023pdf
		However, the Entity has not disclosed its Material Scope 3 emissions nor undertaken independent verification of Scope 3 data, with acknowledgement that this is the responsibility of the JV owners.
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 GHG Emissions Reduction Plans	Minor Non- Conformance	The Entity has disclosed a GHG Emissions Reduction Plan and supports broader Group-level targets. The Entity's GHG Emissions Reduction Pathway has been developed using the ASI methodology.
		However, opportunities exist to quantify the potential GHG emissions reductions associated with site-based decarbonisation plans, to develop time bound site-specific targets, and to further explain how they contribute to the JV owners plans.
		Details of the Carbon Reduction Strategy and Plan are available at: https://www.logan-aluminum.com/wp-content/uploads/2025/03/Logan-Aluminum-GHG-Mgmt.pdf
		https://www.logan-aluminum.com/wp- content/uploads/2024/08/Logan-Aluminum-Sustainability-Report- 2023pdf
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Conformance	The Entity has disclosed its GHG Emissions Reduction Plan in the Sustainability Report. The Plan addresses three phases to report on reduction objective goals. The Entity is currently in Phase 1 of the Carbon Reduction Strategy.
		The Carbon Reduction Strategy and Plan are available at: https://www.logan-aluminum.com/wp- content/uploads/2025/03/Logan-Aluminum-GHG-Mgmt.pdf
		hhttps://www.logan-aluminum.com/wp- content/uploads/2024/08/Logan-Aluminum-Sustainability-Report- 2023pdf
5.4 GHG Emissions Management	Conformance	The Entity has implemented systems and controls to manage GHG emissions in alignment with its GHG emissions reduction activities.
6. EMISSIONS, EFFLUENTS AN	D WASTE	
6.1a-f Emissions to Air	Conformance	The Entity quantifies, manages, and publicly discloses Material Emissions to Air through certified Management Systems and regulatory reporting platforms. The Entity's Air Emissions Management Plan is published on their website at:

CRITERION	RATING	COMMENT
		https://www.logan-aluminum.com/wp-content/uploads/2025/02/Air- Emissions-Management-Plan.pdf
6.2a-g Discharges to Water	Conformance	The Entity quantifies and manages Discharges to Water in line with regulatory requirements. The Water Resources Plan is available at: https://www.logan-aluminum.com/wp-content/uploads/2025/03/Logan-Aluminum-Water-Resources-Plan.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has implemented and publicly disclosed systems for assessing and managing Spill and Leakage risks, supported by risk assessments, monitoring, and engineering controls. The Spill Prevention Management report is available at: https://www.logan-aluminum.com/wp-content/uploads/2025/02/Spill-Prevention-Managementpdf
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity monitors and discloses Spill information in line with regulatory requirements. No Material Spill events have triggered any additional disclosure obligations.
6.5a-c Waste Management and Reporting	Conformance	The Entity has implemented systems for Waste management and disclosure that aligns with the requirements of the ASI Performance Standard, including annual Hazardous Waste reporting, quarterly landfill reporting and offsite chemical tracking. The Entity has implemented its Waste Minimisation Plan. Waste data are available at: Sustainability Report: https://www.logan-aluminum.com/wp-content/uploads/2024/08/Logan-Aluminum-Sustainability-Report-2023pdf EPA Toxic Release Inventory: https://www.epa.gov/toxics-release-inventory
		inventory-tri-program#trisearch
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	The Entity has implemented measures to ensure responsible management and to maximise the recycling and recovery of Dross in alignment with the ASI Performance Standard. Dross is shipped to external Dross recyclers and no Dross is sent to landfill.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has quantified, assessed, and disclosed its water use and water-related risks, and implemented strategies to address potential vulnerabilities in its Area of Influence.
7.2a-e Water Management	Conformance	The Entity has implemented and publicly disclosed a Water Resources Plan developed in collaboration with relevant Stakeholders and based on assessed water-related risks: https://www.logan-aluminum.com/wp- content/uploads/2025/03/Logan-Aluminum-Water-Resources- Plan.pdf

CRITERION	RATING	COMMENT
8. BIODIVERSITY AND ECOSY	STEM SERVICES	
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has undertaken a systematic assessment of Biodiversity risks and Ecosystem Services. Whilst the overall risk from the Entity's operations is considered low, a Biodiversity Management Plan has been developed with the engagement of relevant Stakeholders.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	The Entity has undertaken a systematic assessment of Biodiversity risks and Ecosystem Services. Multiple Ecosystem Services have been identified, in particular those that relate to the Entity's operations directly depending upon water supply and flood prevention.
8.2a-g Biodiversity Management	Conformance	Whilst the Entity's risk assessment has determined the potential impacts as low, it has implemented a Biodiversity Management Plan with Stakeholder input, and has publicly disclosed relevant targets and management approaches: https://www.logan-aluminum.com/wp-content/uploads/2025/02/Logan-Aluminum-Biodiversity-Management-Plan-Final.pdf
8.3a-c Management of Priority Ecosystem Services	Conformance	The Entity has identified Priority Ecosystem Services and has taken actions to manage impacts in line with ASI Performance Standard requirements.
8.4 Alien Species	Conformance	The Entity has implemented measures to prevent the introduction of Alien Species that could result in Material adverse impacts on Biodiversity and Ecosystem Services.
8.5a-b Commitment to "No Go" in World Heritage Properties	Not Applicable	This Criterion is not applicable to the Entity, as it does not operate within or adjacent to World Heritage Properties.
8.6a-d Protected Areas	Not Applicable	This Criterion is not applicable to the Entity, as it operates outside the boundaries of designated 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	Minor Non- Conformance	The Entity has established a general commitment to respecting Human Rights, and has criteria-aligned approaches. The Entity's JV owners are responsible for the Entity's metal procurement.
		However, the Entity has not established a formal Human Rights Due Diligence process or stakeholder mapping.
9.2a-e Gender Equity and Women's Empowerment	Minor Non- Conformance	The Entity has implemented measures, including an Equal Opportunities Policy and cultural practices to promote gender equity and women's empowerment. The Entity actively engages in outreach activities aimed at encouraging women to pursue careers in manufacturing and engineering.

CRITERION	RATING	COMMENT
		However, at the time of the Audit, there was no public disclosure of the Entity's initiatives and their effectiveness.
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as its operations are not located on or near the lands or territories 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 it does not operate in areas involving Indigenous Peoples where FPIC would be required.
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 it does not operate in areas involving Indigenous Peoples where FPIC would be required.
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as its Entity's Area of Influence does not contain any identified cultural or sacred heritage sites of Indigenous Peoples.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is Not Applicable as the Entity's Area of Influence does not contain any identified cultural or sacred heritage sites of Indigenous Peoples.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it has not initiated any New Projects or Major Changes since joining ASI that would trigger requirements related to displacement.
9.7a-h Affected Populations and Organisations	Conformance	The Entity demonstrates respect for the rights and interests of Affected Populations and Organisations and evidence demonstrated how it supports Local Community development.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Not Applicable	This Criterion is not applicable to the Entity, as it does not source any Primary Aluminium.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Not Applicable	This Criterion is not applicable to the Entity, as it does not source any Primary Aluminium.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as it does not source any Primary Aluminium.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Not Applicable	This Criterion is not applicable to the Entity, as it does not source any Primary Aluminium.

CRITERION	RATING	COMMENT
9.8e Conflict-Affected and High-Risk Areas - Report annually	Not Applicable	This Criterion is not applicable to the Entity, as it does not source any Primary Aluminium.
9.9 Security practice	Conformance	The Entity demonstrates alignment with recognised standards and good practices in its approach to security, with procedures in place to uphold Human Rights.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects Workers' rights to Freedom of Association and Collective Bargaining, with no restrictions in place and systems that support open communication and Worker engagement.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion this not applicable to the Entity, as it allows Freedom of Association and Collective Bargaining consistent with Federal and State law.
10.2a-c Child Labour	Conformance	The Entity does not employ individuals under the age of 18 years and has controls in place to ensure compliance with Child Labour standards, including safeguards for supervised youth engagement programs.
10.3a-c Forced Labour	Minor Non- Conformance	The Entity has systems in place to prevent Forced Labour and ensure ethical employment practices. The Entity's JV owners are responsible for metal inputs, and Novelis has disclosed a Modern Slavery Statement.
		However, the Entity has not prepared its own 'stand-alone' Modern Slavery Statement.
10.4a-c Non-Discrimination	Conformance	The Entity promotes non-Discrimination through structured hiring, compensation, and advancement processes, supported by Policy, training, and equitable review mechanisms.
10.5 Communication and engagement	Conformance	The Entity maintains structured and open channels for Worker engagement, including team representatives and regular meetings, ensuring that workplace concerns can be raised without fear of reprisal.
10.6a-g Violence and Harassment	Conformance	The Entity maintains a Workplace Harassment Policy supported by annual reviews, training, and internal reporting mechanisms. The Code of Conduct, which reinforces these principles, is available at: https://www.logan-aluminum.com/resources
10.7a-c Remuneration	Conformance	The Entity ensures fair remuneration practices that exceed legal requirements and incorporate mechanisms for transparency, scheduling flexibility, and employee development.
10.8a-c Working Time	Conformance	The Entity manages Working Time in accordance with legal requirements and industry standards, offering schedule flexibility and safeguards against excessive hours.

CRITERION	RATING	СОММЕНТ
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights as protected under both Applicable Law and the ASI Performance Standard.
11. OCCUPATIONAL HEALTH A	AND SAFETY	
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity maintains a certified Occupational Health and Safety (OH&S) Management System with appropriate internal reporting and engagement functions. The Entity is certified to ISO 45001.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non- Conformance	The Entity maintains a certified OH&S Management System with appropriate internal reporting and engagement functions. However, the Entity has not yet published external reporting of lagging indicators and comparative benchmarking.
11.2 Employee engagement on Health and Safety	Conformance	The Entity has implemented multiple channels for Worker participation in Health and Safety decision-making.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	23 March 2022	Initial Certification Audit – Full Certification
1	18 January 2023	Surveillance Audit
2	19 June 2025	Re-Certification Audit and Scope Change – Full Certification Scope Change to apply PS V3.1