

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

alimex GmbH Precision in Aluminium

CERTIFICATE NUMBER

316

ASI STANDARD

PERFORMANCE
STANDARD
(V3 2022)

DATE OF ISSUE

10 OCTOBER 2023

CERTIFICATION
LEVEL

FULL
CERTIFICATION

DATE OF EXPIRY

9 OCTOBER 2026

ASI ACCREDITED
AUDITING FIRM

TÜV NORD CERT
GMBH

CERTIFIED SINCE

10 OCTOBER 2023

AUTHORISED BY

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

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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

The production of stress relieved
Aluminium Cast Plates and
Aluminium Cast Blocks in surface
machined or surface sawn
condition Production of high
precision CNC-Components
Surface machining of Aluminium
rolled plates Distribution and
machining of semi-finished
Aluminium products at the alimex
facility in Willich, Germany.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	alimex GmbH Precision in Aluminium
ENTITY NAME	alimex GmbH Precision in Aluminium
CERTIFICATION SCOPE	The production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of Aluminium rolled plates Distribution and machining of semi-finished Aluminium products at the alimex facility in Willich, Germany.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion
ASI STANDARD	<ul style="list-style-type: none">Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit (26 – 29 June 2023)Surveillance Audit (28 – 29 August 2024)
AUDIT FIRM	TÜV NORD CERT GmbH
AUDIT DATE	<ul style="list-style-type: none">26 – 29 June 2023 (Initial Certification Audit)28 – 29 August 2024 (Surveillance Audit)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">2 August 2023 (Initial Certification Audit)23 November 2024 (Surveillance Audit)
AUDIT SCOPE	<p><u>Initial Certification Audit (26 – 29 June 2023)</u></p> <p>The Audit Scope included the production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of Aluminium rolled plates Distribution and machining of semi-finished Aluminium products at the alimex facility in Willich, Germany.</p> <p>Supply Chain Activities included in the Audit Scope:</p> <ul style="list-style-type: none">Material Conversion <p><u>Surveillance Audit (28 – 29 August 2024)</u></p> <p>The audit scope included the production of stress relieved Aluminium Cast Plates and Aluminium Cast Blocks in surface machined or surface sawn condition Production of high precision CNC-Components Surface machining of Aluminium rolled plates Distribution and machining of semi-finished Aluminium products at the alimex facility in Willich, Germany.</p> <p>Supply Chain Activities included in the Audit Scope:</p> <ul style="list-style-type: none">Material Conversion

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.
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CERTIFICATION PERIOD

10 October 2023 – 9 October 2026

NEXT AUDIT TYPE

Re-Certification Audit

NEXT AUDIT DATE

9 October 2026

CERTIFICATE NUMBER

316



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

Alimex (the 'Entity') is an Aluminium processor with headquarters in Willich and locations in the USA (Columbia/South Carolina) and Benelux (Venray/Netherlands) as well as in Malaysia. The family-owned company has been manufacturing plates, blanks and components from cast aluminium material since 1985. Alimex produces using the cast Aluminium plate process to produce their products. In this process, stresses in the cast Aluminium plates, which are made of different alloys, are relieved in an annealing hall by annealing for days to weeks, thus achieving special material properties such as special corrosion resistance, and different degrees of hardness or surface structures. These properties enable the use of semi-finished Aluminium products and components especially in the semiconductor and solar industries, medical technology, mechanical engineering and the aerospace and optical industries. The production site in Willich, Germany currently employs over 160 persons and is located in the largest industrial area in Europe which includes over 750 other companies.

MATURITY RATINGS

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

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

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

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has developed and implemented Policies, systems, procedures, and processes to ensure legal Compliance. There are systems in place to maintain awareness of, and to ensure Compliance with Applicable Law. New legal regulations are reviewed in regular meetings. Operators and employees are instructed to implement all relevant requirements. Internal audits verify proper implementation.
1.2 Anti-Corruption	Conformance	Policies and processes to identify and prevent Corruption are implemented and trained. Employees can report concerns anonymously. No violations were identified during the Audit record review.
1.3a-e Code of Conduct	Conformance	A Code of Conduct and a Supplier Code addressing sustainability, Environmental, Social and Governance (ESG) principles are in place. The Entity's Chief Executive Officer (CEO) has signed a statement affirming the sustainability of the supply chain. These statements are shared with customers and employees receive related training. The Code of Conduct is available at: https://www.alimex.de/en/company/compliance/
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity's Integrated Management Policy is consistent with the environmental, social and governance practices required by the ASI Performance Standard.
2.2a-c Leadership	Conformance	A member of the Entity's Board has been nominated as the senior Management Representative.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has established an Integrated Management System (IMS), supported by internal assessments and management reviews. A pre-existing ISO 9001 Quality Management System is already implemented. All employees have received training with participation documented. An external assessment of environmental issues has also been conducted.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented and documented a social Management System, offering various social benefits to all employees. To ensure implementation, all social initiatives are coordinated with the Works Council. The Entity has also prepared a Sustainability Report detailing its activities and is available upon request at: https://www.alimex.de/en/company/sustainability/ or directly sustainability@alimex.de
2.4a-e Responsible Sourcing	Conformance	The Entity has established a European supply chain for Aluminium ingots, sourcing exclusively from ASI Certified suppliers in Germany, Norway and Romania. One supplier in Italy is currently undergoing the ASI Certification process and has signed the Supplier Code of Conduct. A dedicated Responsible Sourcing Policy is included in the

CRITERION	RATING	COMMENT
		Entity's Code of Conduct, available at: https://www.alimex.de/en/company/compliance/
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity as it has not undertaken any New Projects or Major Changes requiring a related Impact Assessment. However, at the divisional level, a system is in place to access the environmental impacts of such initiatives.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity as it has not undertaken any New Projects or Major Changes requiring a related Impact Assessment. However, at the divisional level, a system is in place to access the Human Rights impacts of such initiatives.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented a site-specific Emergency Response Plan, which was developed in Compliance with German law and relevant environmental, safety and fire authorities. It demonstrates a systematic approach through planning and training based on identified risks and regulatory requirements. The Plan is available upon request.
2.8a-d Suspended Operations	Conformance	During shareholder meetings, strategic Business areas and supplier-customer relationships are assessed, and new opportunities are developed as required. Confidential, unpublished documentation of these decisions is available and was reviewed during the Audit. Key decisions are recorded in the Entity's management review process.
2.9a-b Mergers and Acquisitions	Conformance	Due to the Entity's size (150 employees), financial position and high level of specialisation, there is currently no dedicated Due Diligence process for Mergers and/or Acquisitions, nor are any such events planned in the near future. However, the Entity has developed a procedure for Merger and Acquisition and Closure managed by the Corporate function that can be obtained upon request.
2.10a-b Closure, Decommissioning and Divestment	Conformance	At the time of the Audit, no plans for Closure, Decommissioning or Divestment of the Entity had been announced. Due to its size, industrial location and low environmental risk, such actions are not currently anticipated. In the event of insolvency or sale, German legal requirements will apply.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity reports annually on its governance approach to environmental, social and economic matters, along with their impacts. A detailed Sustainability Report outlining all related activities is available upon request at: sustainability@alimex.de Additional information is available at: https://www.alimex.de/en/company/sustainability/
3.2 Non-compliance and Liabilities	Conformance	Both internal and external Audits identified no evidence of non-Compliance or liabilities. Any legal breaches are disclosed in the Entity's Sustainability Report. No such instances have occurred in recent years.
3.3a-c Payments to Governments	Conformance	Donations to political parties and Business forums are disclosed in the Sustainability Report, where applicable. A report detailing payments to

CRITERION	RATING	COMMENT
		the government, including taxes and royalties, is available upon request at: compliance@alimex.de General Compliance information is also available at: https://www.alimex.de/en/company/compliance/
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	All Stakeholders may submit Complaints, Grievances or information requests at any time either in person or online. The Complaints Mechanism is available publicly at: https://www.alimex.de/compliance/ For questions, Stakeholders can also contact at: compliance@alimex.de , or reach the responsible trade supervisory authority at: poststelle@brd.nrw.de
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has developed a Life Cycle Assessment (LCA) which has evaluated the environmental impact of its Aluminium products from 'cradle to gate'. The study is currently not publicly available but can be provided upon request. Greenhouse Gas (GHG) emissions are detailed in Annex A, page 41 of the Sustainability Report, which is available at: https://www.alimex.de/en/company/sustainability/ or by contacting sustainability@alimex.de
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity's management documentation and website describe the closed-loop production of pure Aluminium cast plates, with 100% Product recyclability. No other materials reduce the recyclability of its Products. The Entity has assessed the life cycle impacts of its major Products. Although the study is not publicly available, LCA information can be provided upon request. GHG emissions are reported in Annex A of the Sustainability Report at: https://www.alimex.de/sustainability/?lang=en
4.2 Product Design	Conformance	The Entity mills and saws cast plates into various shapes and manufactures components from ingots. All plates are delivered to customers, who use them to produce finished Products, therefore the Entity does need to engage with end users on Product design.
4.3a-b Aluminium Process Scrap	Conformance	All chips from ingot sawing and milling are sorted and re-melted into Aluminium ingots using external Aluminium casting without any loss of metal.
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 as it produces cast plates and components from ingots for industrial customers and does not collect or recycle products at End of Life.
4.4d Collection and Recycling of Products at End of Life	Not Applicable	This Criterion is not applicable to the Entity as it produces cast plates and components from ingots for industrial customers and does not collect or recycle products at End of Life.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has published an annual Sustainability Report detailing GHG emissions, independently verified by an external certification body. The

CRITERION	RATING	COMMENT
		Report is available upon request at: sustainability@alimex.de Additional information is available at: https://www.alimex.de/en/company/sustainability/
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	The Entity has published a Sustainability Report that includes annual GHG emissions, a GHG Emissions Reduction Plan, and a GHG Emissions Reduction Pathway. The report, Reduction Plan, and LCA are all available upon request at: sustainability@alimex.de At the time of the Audit, the Entity was preparing for the public disclosure of this information.
5.4 GHG Emissions Management	Conformance	The Entity has established a system and processes to implement its GHG reduction targets, integrating the GHG Management System into its Environmental Management System.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	Air emission data are collected and reported annually in the Sustainability Report, available upon request at: sustainability@alimex.de
6.2a-g Discharges to Water	Conformance	The Entity is located in an industrial area and does not discharge effluent into open water bodies such as lakes, streams or rivers. Wastewater is discharged into the public sewage system of the commercial area and then treated at the municipal sewage plant. Wastewater data are collected and reported annually in the Sustainability Report, available upon request at: sustainability@alimex.de
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity periodically identifies and assesses key operational risks where Spills or Leakages could contaminate air, water, or soil. It has implemented management and communication plans, Compliance controls, and monitoring programmes to prevent and detect such incidents. If Spills and Leakages occur, information related to each incident is collected and reported in the Entity's annual Sustainability Report.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	If Spills and Leakages occur, details of each incident are collected and reported in the Entity's annual Sustainability Report, available upon request at: sustainability@alimex.de and online at: https://www.alimex.de/en/company/sustainability

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	Data on both Hazardous and Non-Hazardous Waste are collected and reported in the Entity's Sustainability Report.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity has implemented a system to identify and map its water withdrawal by use, source and type. Data are collected and reported in the Entity's annual Sustainability Report. The risk of water contamination and unauthorised water use has been assessed as very low. The Report is available upon request at: sustainability@alimex.de or at: https://www.alimex.de/en/company/sustainability
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity as its location is within a commercial area with a municipal wastewater network and sewage treatment plant, a water management plan is not required and the low risk regarding the location of the Entity.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity is located in an industrial area with no nearby Protected Areas. A Biodiversity Assessment was undertaken which determined the Entity's impact as low. To enhance regional Biodiversity, the Entity maintains beehives and plants flowering species in existing green spaces. These initiatives are documented as case studies on the Entity's website.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as the Biodiversity Assessment determined the Entity's impact to be low. The Audit observed no Material impact on Ecosystem Services within the Entity's Area of Influence.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity as the Biodiversity Assessment Report identified the risk and potential impacts on Biodiversity and Ecosystem Services as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity is located in an industrial park, and receives all ingots, raw materials and supplies from European suppliers by truck. There is a very low risk of accidental or deliberate introduction of Alien Species into the Entity's premises.

CRITERION	RATING	COMMENT
8.5a-b Commitment to 'No Go' in World Heritage Properties	Not Applicable	This Criterion is not applicable to the Entity, as it neither operates nor plans to explore or develop New Projects near World Heritage Properties.
8.6a-d Protected Areas	Not Applicable	This Criterion is not applicable to the Entity, as the Entity's production site is not located in or near any Protected Areas.
8.6e Protected Areas – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity respects Human Rights, with its approach detailed in the Sustainability Report and Code of Conduct, available at: www.alimex.de/Nachhaltigkeit The Human Rights Policy is available at: https://www.alimex.de/en/company/compliance/
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has developed and implemented Policies and processes that comply with gender equity and women's empowerment requirements. Interviews and document reviews undertaken during the Audit did not identify any evidence of deliberate Discrimination against women. The Entity publicly reports on gender diversity indicators, including the number of female and male Workers. Further information is available at: https://www.alimex.de/en/company/compliance/
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) – New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4b Free, Prior, and Informed Consent (FPIC) – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity as there are no Indigenous Peoples within the Entity's Area of Influence.
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 within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as there are no Sacred or Cultural Heritage sites, values, Indigenous Peoples, or their lands and resources within 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 Sacred or Cultural Heritage sites, values, Indigenous Peoples, or their lands and resources within the Entity's Area of Influence.

CRITERION	RATING	COMMENT
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity did not require any Resettlement or Displacement. Interviews conducted during the Audit confirmed that the Entity is not planning for Displacement in New Projects or Major Changes
9.7a-h Affected Populations and Organisations	Not Applicable	This Criterion is not applicable to the Entity, as the Stakeholder assessment found no salient issues with Local Communities and thus no need for direct actions.
9.8a Conflict-Affected and High-Risk Areas – Strong Management Systems	Conformance	All the Entity's suppliers deliver ingots from European locations, including Norway, Germany, Italy and Romania. Other suppliers, including some ASI Certified Entities, must sign the Entity's Supplier Code of Conduct, which addresses issues related to Conflict-Affected and High-Risk Areas (CAHRAs).
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	All the Entity's ingot suppliers are based in Europe, including Norway, Germany, Italy, and Romania. Other suppliers, some of which are ASI Certified Entities, must sign the Entity's Supplier Code of Conduct, which addresses CAHRA-related issues. The formalised and documented supplier rating system uses multiple criteria to identify and assess supply chain risks. No 'red flags' have been identified regarding location and/or supply chain risks. The Entity's Supplier Code of Conduct is available at: https://www.alimex.de/wp-content/uploads/2023/09/Supplier-code-of-conduct.pdf
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity as no actual or potential risks have been identified.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity conducts annual supplier evaluations appropriate to its size and circumstances. These assessments include verifying certifications including ASI Performance Standard and ISO 14001 to address risk-based Due Diligence in its Aluminium supply chain. This ASI Performance Standard Audit also satisfies the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The Entity's annual Sustainability Report addresses the public disclosure requirement for CAHRA assessment. Additional supply chain details are provided in supplier Ratings.
9.9 Security practice	Conformance	The Entity has engaged an external service provider to train its employees on respecting Human Rights. The Audit found no evidence of Human Rights violations or related Complaints.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has a well-established works committee, formed and operated in compliance with German law. Interviews with the Works Council revealed no evidence of violations of Freedom of Association or the right to Collective Bargaining.
10.1d 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 not restricted in the country where the Entity operates.

CRITERION	RATING	COMMENT
Alternative means in context of Applicable Law		
10.2a Child Labour	Conformance	Child Labour is prohibited in Germany. Young Workers aged 15 to 18 are allowed only under special legal protections and must not be exposed to Hazardous conditions. Employees and plant managers are fully aware of these regulations.
10.3a-c Forced Labour	Conformance	<p>The Entity is committed to respecting Human Rights and expects the same from its suppliers. It partners only with reputable employment agencies and strictly prohibits Forced Labour. Deposits or security payments are not allowed or practiced. Worker movement is unrestricted except for process or safety reasons. Original Worker documents are never retained and only copies are held. Notice periods for contract termination comply with the metal industry's Collective Bargaining Agreement and applicable law. Worker interviews undertaken during the Audit confirmed adherence to these conditions.</p> <p>The Entity's Modern Slavery Statement is publicly available at: https://www.alimex.de/en/company/compliance/</p>
10.4a-c Non-Discrimination	Conformance	The Entity is committed to non-Discrimination, adhering to the Black and Minority Ethnic Code of Conduct and related Policies, where relevant. The Works Council serves as an independent arbitrator for any Discrimination Complaints.
10.5 Communication and engagement	Conformance	Direct and frequent communication is maintained with the Entity's Workers and their representatives. The Works Council serves as an independent arbitrator for any Discrimination Complaints.
10.6a-g Violence and Harassment	Conformance	The Entity has established a Code of Conduct, and a Works Council and Safety Officer ensure Compliance with this Code, relevant labour laws and a zero-tolerance Policy for Violence and Harassment. A statement on Violence and Harassment (Belästigung und Gewalt am Arbeitsplatz) is available at: https://www.alimex.de/compliance/
10.7a-c Remuneration	Conformance	The Entity respects Workers' rights to a living wage and ensures wages for a standard working week meet or exceed industry standards. Working hours, payment and leave provisions are negotiated through Collective Bargaining Agreements. Wages consistently surpass the living wage and comply with national industry standards.
10.8a-c Working Time	Conformance	The Entity complies with Applicable Laws and industry standards regarding working hours, public holidays and paid annual leave. Working hours are governed by the Collective Bargaining Agreement and individual employment contracts.
10.9a-b Informing Workers of Rights	Conformance	Interviews with Workers and Human Resource undertaken during the Audit confirmed that the Entity informs Workers about Human and Labour Rights during both the onboarding process and through the Works Council.

11. OCCUPATIONAL HEALTH AND SAFETY

CRITERION	RATING	COMMENT
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented and communicated its Occupational Health and Safety (OH&S) Policy. A Safety Officer ensures Compliance with all requirements and specifications. Production Managers plan and implement annual improvements to enhance occupational safety and reduce workplace accidents. Workers receive annual training on safe work practices and chemical handling.
11.1b-e Occupational Health and Safety (OH&S) Management System – Reviews and disclosure	Conformance	The Entity monitors and documents key OH&S indicators, which are published in the Sustainability Report available upon request at: sustainability@alimex.de or https://www.alimex.de/en/company/sustainability/
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established a joint Health and Safety Committee as required by German Labour Law. This Committee enables Workers to raise, discuss and assist in resolving OH&S issues with management. Agendas and meeting minutes are adequately documented.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	10 October 2023	Certification Audit – Full Certification Auditor assessed the level of performance correctly, however allocated incorrect conformity rating. Clarification and agreement on conformity rating between ASI Secretariat and Lead Auditor achieved during oversight.
1	26 June 2025	Surveillance Audit