

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Thai Beverage Can Ltd.

CERTIFICATE NUMBER
134

ASI STANDARD
PERFORMANCE
STANDARD
(V3 2022)

DATE OF ISSUE
10 MAY 2025

CERTIFICATION LEVEL
FULL
CERTIFICATION

DATE OF EXPIRY
9 MAY 2028

ASI ACCREDITED
AUDITING FIRM
CETIZION VERIFICA

CERTIFIED SINCE
22 JUNE 2021

AUTHORISED BY

A stylized, 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 manufacture of Aluminium can body, Aluminium bottle, Aluminium can end and Aluminium cap (Roll On Pilfer Proof (ROPP)) for the Alcoholic and Non-Alcoholic beverage industry at Thai Beverage Can Plant 1 and Plant 2, in Saraburi, Thailand.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Thai Beverage Can Ltd.
ENTITY NAME	Thai Beverage Can Ltd.
CERTIFICATION SCOPE	The manufacture of Aluminium can body, Aluminium bottle, Aluminium can end and Aluminium cap (Roll On Pilfer Proof (ROPP)) for the Alcoholic and Non-Alcoholic beverage industry at Thai Beverage Can Plant 1 and Plant 2, in Saraburi, Thailand.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Material Conversion
ASI STANDARD	Performance Standard V3
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit (24 – 31 March 2021)Surveillance Audit (7 – 11 March 2022)Surveillance Audit (22 – 23 November 2023)Re-Certification Audit and Scope Change (4 – 7 November 2024)
AUDIT FIRM	CETIZION Verifica
AUDIT DATE	<ul style="list-style-type: none">24 – 31 March 2021 (Initial Certification Audit)7 – 11 March 2022 (Surveillance Audit)22 – 23 November 2023 (Surveillance Audit)4 – 7 November 2024 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">2 June 2021 (Initial Certification Audit)21 April 2022 (Surveillance Audit)14 May 2024 (Surveillance Audit)19 May 2025 (Re-Certification Audit and Scope Change)
AUDIT SCOPE	<p><u>Initial Certification Audit (24 – 31 March 2021)</u></p> <p>The Audit Scope covers Thai Beverage Can (Thailand) for the manufacture of Aluminium can body and end for the beverage and beer industry.</p> <p>The supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Material Conversion (Production and Transformation) <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p> <p>At the time of the Audit (March 2021), access to the site was not possible, due to COVID-19 related travel restrictions. The Audit has been undertaken as a ‘desktop’ exercise, in accordance with ASI Interim Policy regarding Audits, Audit-Related Travel and Coronavirus (v4), and included a remote review of relevant documentation.</p>

Surveillance Audit (7 – 11 March 2022)

The Audit Scope covers Thai Beverage Can (Thailand) for the manufacture of Aluminium can body and end for the beverage and beer industry.

The supply chain activities included in the Audit Scope:

- Material Conversion (Production and Transformation)

All relevant Criteria in the ASI Performance Standard were included in the Audit Scope with a focus on Criteria previously rated as Unable to Rate and those influenced by significant development, legal requirements and/or considered material.

Surveillance Audit (22 – 24 November 2023)

The Audit Scope covers Thai Beverage Can (Thailand) for the manufacture of Aluminium can body and end for the beverage and beer industry.

The supply chain activities included in the Audit Scope:

- Material Conversion (Production and Transformation)

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

Re-Certification Audit and Scope Change (4 – 7 November 2024)

The Audit Scope covers the manufacture of Aluminium can body, Aluminium bottle, Aluminium can end and Aluminium cap (Roll On Pilfer Proof (ROPP)) for the Alcoholic and Non-Alcoholic beverage industry at Thai Beverage Can Plant 1 and Plant 2, in Saraburi, Thailand.

Supply chain activities included in the Audit Scope:

- 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.

CERTIFICATION PERIOD

10 May 2025 – 9 May 2028

NEXT AUDIT TYPE

Surveillance Audit

NEXT AUDIT DATE

9 May 2026

CERTIFICATE NUMBER

134



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

Thai Beverage Can Ltd. (‘the Entity’) is a manufacturer of Aluminium cans and bottles for beverages in Thailand. The Entity is a joint venture between Berli Jucker Public Co., Ltd., Standard Can Co., Ltd., and Ball Corporation from the United States, utilising production technology from Ball Corporation. The Entity commenced operations in March 1997 on an area of approximately 9 hectares in the WHA Industrial Estate in Nong Khae District, Saraburi Province, Thailand. In 2023, it expanded its production capacity with a second facility on an area of approximately 8.7 hectares and two kilometres apart, both within the same industrial estate.

The original plant operates four can lines with an annual production capacity of 2.4 billion units and four can end lines with an annual production capacity of 2.6 billion units. The second plant commenced operations in 2023 and has a hybrid can line with an annual production capacity of 222 million units and a bottle line with production capacity of 2 million units in sizes of 310 ml and 510 ml. The Entity’s production is for both domestic use and export. The two plants collectively employ approximately 600 Workers.

The Entity evaluates the satisfaction of stakeholders with its corporate governance and business ethics, product quality & safety, responsible sourcing and supply chain, climate strategy, energy management, water stewardship, and occupational health and safety through sustainability satisfaction assessments.

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	Low	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	Medium	Low	Low	LOW
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity has identified applicable legal requirements and periodically monitors its Compliance status. Designated staff within the Entity regularly review national legal databases and services for updates related to Compliance with Applicable Laws regarding the environment, Health and Safety.</p> <p>However, there is no equivalent effective system for identifying and evaluating Compliance with human resources-related laws.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has defined its anti-Corruption requirements in the Code of Conduct that is effective from March 2021 and approved by the Managing Director. The relevant statement is included in the Code, item three 'Anti-Corruption and Gift Policy', publicly available at: https://thaibeveragecan.com/standard-system/</p> <p>The Entity has conducted a risk assessment covering different Corruption risk areas. There are currently no reported incidents related to Corruption.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has developed a Code of Conduct in English and Thai, effective from March 2021 and approved by the Managing Director. The Code of Conduct is available on the Entity's website at: https://thaibeveragecan.com/standard-system/</p> <p>The Entity's communication of the Code to Workers and Worker acknowledgement of the Code occurs at the time of hiring and during induction training.</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has developed integrated Policies covering quality, legal compliance, environment, and Health and Safety as part of its Management System framework. The Entity's Policies are available on its website at: https://thaibeveragecan.com/standard-system</p> <p>Senior management have endorsed the Policies, provided resources for their implementation, assigned responsible personnel, and periodically review the Policy's implementation. The Entity has communicated the Policies through means such as training, emails and banner displays.</p>
2.2a-c Leadership	Conformance	<p>The Entity has assigned responsible personnel from various departments, led by senior management, to ensure effective implementation of the ASI Performance Standard.</p> <p>The Entity has a sustainability division that reports to the President. There is a sustainability committee comprised of different functional heads responsible for sustainability strategy initiatives (see Sustainability Goals 2030, https://thaibeveragecan.com/our-approach/). The Entity discloses its governance approach on pages 67 to 68 of the Sustainability Report at: https://thaibeveragecan.com/reports/</p>

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity's Environmental Management System is certified to ISO 14001:2015. The ISO certificate is available on the Entity's website at: https://thaibeveragecan.com/standard-system
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has developed and implemented its Social Management System in accordance with Thai labour laws.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has developed a Supplier Guidance Principle (SGP), last reviewed in March 2023, that addresses responsible sourcing aspects for Aluminium and other direct material suppliers. The SGP is communicated to suppliers, and suppliers have acknowledged the SGP. The Entity has a practice of annual supplier commitment to the Supplier Code of Conduct, and a performance tracking sheet is maintained.</p> <p>The SGP/Sustainable Procurement Policy is disclosed on the Entity's website at: https://thaibeveragecan.com/standard-system/</p>
2.5a-g Environmental and Social Impact Assessments	Conformance	The Entity has developed internal systems and processes to evaluate Environmental, Social and Governance (ESG) risks and a Human Rights Impact Assessment as part of its New Project Impact Assessments. For Plant 2, construction began in early 2023 and the required Environment Impact Assessment (EIA) including social aspects were completed by the Industrial Park Authority (WHA) Plants 1 and 2 are located in the WHA Saraburi Industrial Land. The environmental impact data is updated by WHA every six months, and the monitoring report is published on the Smart EIA Plus platform of The Office of Natural Resources and Environmental Policy and Planning, published at: https://eia.onep.go.th/site/index
2.6a-h Human Rights Impact Assessment	Conformance	The Entity has developed internal systems and processes to evaluate ESG risks and a Human Rights Impact Assessment as part of its New Project Impact Assessments. For Plant 2, construction began in early 2023 and the EIA including social aspects were completed by the Industrial Park Authority (WHA) Plants 1 and 2 are located in the WHA Saraburi Industrial Land. The environmental impact data is updated by WHA every six months, and the monitoring report is published on the Smart EIA Plus platform of The Office of Natural Resources and Environmental Policy and Planning, published at: https://eia.onep.go.th/site/index
2.7a-f Emergency Response Plan	Conformance	The Entity has developed an Emergency Response Plan (ERP) in accordance with Thai legal requirements, considering all possible emergency scenarios. Periodic emergency drills are conducted to validate the ERP. There have been no emergency situations over the past year. Team members are trained on the ERP and response, and the plan is communicated to internal and external Stakeholders. The emergency drill report is prepared and sent to Government authorities (Department of Labour).
2.8a-d Suspended Operations	Conformance	The Entity has developed a business continuity plan which identifies possible situations of business disruption and suspended operation due to factors outside its control. The plan takes into account Material adverse ESG impacts.

CRITERION	RATING	COMMENT
2.9a-b Mergers and Acquisitions	Conformance	The Entity has developed Due Diligence requirements covering ESG aspects as part of its business conduct for any future Mergers and Acquisitions (M&A). There has been no M&A activity in recent years.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has developed Due Diligence requirements covering ESG aspects as part of its business conduct covering any future closure, decommissioning and divestment decision. There has been no closure, decommissioning or divestment events in recent years.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has developed an annual Sustainability Report in accordance with the Entity's Sustainability Goals 2030 and Global Reporting Initiative (GRI) performance indicators. The most recent Report covers the 2023 calendar year and is disclosed at: https://thaibeveragecan.com/reports/
3.2 Non-compliance and Liabilities	Conformance	There are no current Material fines, judgments, penalties or non-monetary sanctions imposed on the Entity.
3.3a-c Payments to Governments	Conformance	Statutory payments made to provincial and other Government authorities use external signage and the Entity's name and logo. Payments made to the Provincial Administrative Organization (PAO), the local Municipality, were checked. Other payments to governments were observed to be for legitimate purposes such as social security payments to the Ministry of Labour and contributions made to the Ministry of Social Development and Human Security for the disability fund.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Minor Non-Conformance	<p>The Entity has developed a procedure for addressing Stakeholder complaints, grievances and requests. Complaints can be received through the contacts published on the Entity's website: https://thaibeveragecan.com/contact-us or through the Hotline: +66(0)36373600.</p> <p>No external Grievances or request for information have been received recently.</p> <p>The Entity has dedicated personnel responsible for handling internal grievances. Grievances and their status are also discussed in the monthly welfare committee meeting, chaired by a senior leadership team and Worker representatives. The meeting minutes are emailed to all employees.</p> <p>However, the Entity's complaints and grievances procedures are not available to the public with sufficient information on aspects such as confidentiality, the investigation procedure, turnaround time and the response process to the complainant.</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has undertaken a multi-stakeholder initiative to conduct a Life Cycle Assessment (LCA) of four alternative packaging types (Aluminium, glass, paper and PET bottles) on a 'cradle-to-cradle' basis. The LCA considers raw material acquisition, manufacturing, transportation, and End of Life aspects including recycling. The LCA includes both can body stock and can end Products. The LCA results are communicated to key stakeholders upon request, and are

CRITERION	RATING	COMMENT
		<p>available at: https://drive.google.com/file/d/1TJdtls7VvICrHXCIDPjh_Ux5sbSpkvJu/view</p> <p>Further information on the initiative is available at: https://thaicarbonlabel.tgo.or.th/index.php?lang=EN&mod=Y0hKdlpIVmpkSE5mWVhCd2NtOTJZV3c9&keyword=250%20ml</p>
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>The Entity conducted an LCA for its major Product line, the 0.33L can body. The LCA disclosure states the CO₂ equivalent values for that Product, disclosed at: https://drive.google.com/file/d/1TJdtls7VvICrHXCIDPjh_Ux5sbSpkvJu/view</p> <p>The LCA results are communicated to the key Stakeholders upon request.</p>
4.2 Product Design	Conformance	<p>The Entity and its Joint Venture partner, Ball Corporation, have developed a technology transfer agreement and a three-year roadmap to improve Product efficiency through thinner gauge and circular economy concepts. The Entity produces their Products in accordance with customer specification. As part of their sustainability initiatives, there are internal work plans to decrease the gauge of the cans produced. Records on these initiatives are maintained</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity records and monitors its production of Process Scrap (internally termed spoilage). Process Scrap is segregated on the basis of colour for the purpose of recycling Scrap. There is a bailing press in each plant which is used to form Scrap cubes for further dispatch to a re-melting/recycling facility within Thailand.</p>
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	<p>The Entity has developed a strategy to contribute to a multi-stakeholder initiative within Thailand in order to improve the recycling rate and collection of Used Beverage Cans (UBC). The Entity is party to a Memorandum of Understanding (MoU) that brings together government, raw material manufacturers, recycling facility operators and industry associations.</p> <p>The Entity has disclosed information their 'Product Stewardship Strategy' on page 14 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>The Entity has engaged with recycling facility operators, corporate brands and community awareness programs to improve the collection and recycling of UBC at the End of Life. Information on these initiatives is available at: https://thaibeveragecan.com/mou-transparency-of-aluminium-can-closed-loop-recycling</p>
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity has disclosed its Greenhouse Gas (GHG) emissions data, including Scope 1, Scope 2 and Scope 3 (Category 1, 4 and 9) on pages 38-40 of the 2023 Sustainable Development Report at: https://thaibeveragecan.com/reports/</p> <p>The GHG emissions data are independently certified by TGO (Thailand Greenhouse Gas Management Organization), certificate number: TGO</p>

CRITERION	RATING	COMMENT
		<p>CFO/FY24-03-256. The reference standards used are the TGO Guidance of the Carbon Footprint for Organization.</p> <p>However, this Audit identified a lack of a documented methodology for determining Direct and Indirect (Scope 1, Scope 2 and Scope 3) GHG Emissions with clear, readable and auditable emissions data. Variations were identified in the emissions factors and the source of emission factors.</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	Minor Non-Conformance	<p>The Entity has established and disclosed its GHG Emissions Reduction Plan on page 38 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>The Entity's GHG Emissions Reduction Plan includes Scope 1, 2 and 3 emissions. The Entity is targeting net zero by 2050, with an Intermediate Target in 2030. The emissions reduction goals contained in the Plan align with the science-based targets outlined in the Paris Agreement.</p> <p>However, the Entity's GHG Emissions Reduction Plan was not developed in accordance with a 1.5°C warming scenario using an ASI endorsed methodology. Additionally, the intermediate target in the GHG Emissions Reduction Plan covers a period greater than five years from the baseline year (2021).</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity has implemented and disclosed its GHG management guidelines on page 40 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p>
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Minor Non-Conformance	<p>The Entity has identified all sources of Emissions to Air and conducts annual monitoring of those emissions by an accredited laboratory in accordance with Thai law and relevant reference guidelines (Ministry of Industry 2006, BE 2549). The Entity has developed an annual environment monitoring plan including emissions data and parameters to be monitored. The monitoring results demonstrate the Entity's emissions are within permissible limits.</p> <p>The Entity has conducted a risk assessment as part of its ISO 14001 certified Management System. The risk assessment was last updated in 2024 and concludes the overall risks from Emissions to Air are low.</p> <p>However, the Entity has not disclosed Material Emissions to Air from its activities based on the monitoring results.. Additionally, the Entity's Emissions Reduction Plan is not currently finalised nor disclosed.</p>
6.2a-g Discharges to Water	Conformance	There Entity has implemented a documented guideline regarding wastewater treatment, detailing the treatment process and required

CRITERION	RATING	COMMENT
		<p>quality parameters for treated wastewater (primary treatment) before discharge to the industrial park authority (WHA). The WHA water treatment plant was inspected during this Audit.</p> <p>The Entity maintains records of monthly parameter tests results from an external agency. An isolated exceedance of the permissible limit for oil and grease was observed in July 2023, all other parameters in all months in the reporting period were within the permissible limits.</p> <p>The Entity has made the relevant disclosure on page 45 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>The Entity has improvement plans in place, including plans to reduce and control oil and grease in wastewater.</p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity has completed a Spills and Leakage risk assessment as defined in relevant procedures and work instructions.</p> <p>The Entity has trained employees and assigned responsibilities for effectively managing Spills and Leakages. Periodic mock drills are conducted to check conformance with the Emergency Response Plan. Operative instructions have been documented, monthly pipeline and chemical storage area records are entered in the internal ERP tool, and checks of preventive maintenance program records were verified.</p> <p>During the plant visits, no Spills or Leakages were identified.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The Entity has developed an Emergency Response Plan and supporting risk assessment with work instructions for the immediate disclosure of Spills.</p> <p>The Entity has implemented reporting mechanisms. Checks are part of the daily inspection routine, and periodic reports include six monthly reports to the Government and the annual Sustainability Report.</p>
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity has achieved sending zero Waste to landfill in the 2023 reporting period for both Hazardous and Non-Hazardous Waste, with an overall recovery rate of 84%.</p> <p>During the plant visit it was observed the Entity has dedicated Waste storage and implements labelling and disposal processes according to Waste characteristics. Statutory disclosures are made online to the Ministry of Industry. The Entity's Waste related performance is disclosed on pages 47 and 48 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>The Entity is tracking its Waste generation and has set improvement targets. The Entity has implemented and practice its Waste Mitigation Hierarchy related to keys aspects of waste minimisation at source and preventing waste going for landfill.</p>
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

CRITERION	RATING	COMMENT
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity receives its entire water supply from the Industrial Park Authority (WHA). A water risk assessment has been carried out using the World Resources Institute Water Risk Atlas (www.wri.org/applications/aqueduct/water-risk-atlas). The Entity's location is within a High to Extremely High-risk area.</p> <p>A water balance diagram has been prepared for each plant separately that shows water input and output flow. The water balances are updated on a monthly basis. The plant has water meters installed which are calibrated periodically by an external agency.</p> <p>The Entity has disclosed its water use on page 46 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p>
7.2a-e Water Management	Minor Non-Conformance	<p>The Entity is currently recording and monitoring its water consumption with an aim to reduce usage through proper water management practices. The Entity has developed various water control activities such as the reuse of wash water, maintaining an optimal production level and the prevention of leakages. The monthly water performance is tracked as water used per 1000 cans produced. The Entity has disclosed its water use on page 46 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>The Entity has not disclosed water management plans with specific actions or controls to mitigate adverse impacts. This disclosure is required as the Entity is located in a Watershed with extremely high water-related risks as identified in the water risk assessment.</p>
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Minor Non-Conformance	<p>The Entity has conducted a risk assessment and determined risk levels associated with potential impacts on Biodiversity from its land use and business activities. Impacts were considered from factors including emissions, volatile organic compounds, noise, wastewater discharge, and tree planting.</p> <p>The Entity's Biodiversity related disclosures are made on page 51 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>The Sustainability Report confirms the absence of conservation zones and Protected Areas within a five kilometres area. The Entity has set a target of five percent green space within their total factory area.</p> <p>The industrial park authority (WHA) has submitted an Environment Impact Assessment (EIA) twice within the year to the Government authority covering all the industries in the area, including the Entity. The EIA is publicly available at: https://eia.onep.go.th/eia/detail?id=2637</p> <p>However, the Entity's existing environmental risk assessment documentation along with the WHA EIA do not sufficiently assess all Biodiversity (flora and fauna) related risks, such as the presence of endangered species or the location of and proximity to sensitive Biodiversity and Ecosystem Services values (e.g. IUCN's Red List).</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	<p>There is no existence of Priority Ecosystem Services that are relevant to Affected Populations and Organisations, as evident from physical observation, available risk assessment, and discussions with the Community and external Stakeholders</p>

CRITERION	RATING	COMMENT
8.2a-g Biodiversity Management	Minor Non-Conformance	<p>The Entity has established control measures to minimise the impact on Biodiversity from its land use and business activities. The control measures include revegetation, efficient water use, primary wastewater treatment and noise pollution reduction.</p> <p>The Entity is working to increase its green space to at least five percent within their total factory area, as indicated on page 51 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>However, the Entity has not developed and implement a Biodiversity Action Plan with time-bound targets to address Material risks and impacts to Biodiversity and Ecosystem Services, identified through the risk assessment, and monitored its effectiveness.</p> <p>The Entity has not provided satisfactory evidence that the Biodiversity Action Plan is designed by a Qualified Specialist, in accordance with the Biodiversity Mitigation Hierarchy and with an ambition to achieve no net loss.</p>
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	<p>The Entity has conducted a risk assessment related to Alien Species and relevant control measures have been identified.</p> <p>The Entity's supplier of wooden pallets is approved by the Ministry of Agriculture and Cooperatives for their heat treatment of the wooden pallets to prevent the introduction of Alien Species.</p>
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity is not located in proximity to any World Heritage Properties or cultural sites. The nearest heritage site of Ayutthaya is located in the separate province of Changwat, around 50 km from the Entity.
8.6a-d Protected Areas	Conformance	There are no designated conservation areas or Protected Areas recognised by Government agencies for natural resources and environmental preservation in the Entity's Area of Influence. Information is available on page 51 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/
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 developed and communicated its Social Policy demonstrating its commitment towards Human Rights, accessible at: https://thaibeveragecan.com/standard-system/</p> <p>A Human Rights and legal status review has been undertaken and subsequently an evaluation has been conducted and an updated risk assessment completed. The review addresses people management, community rights, security management and employee rights as well as Human Rights aspects such as Forced Labour, Child Labour, working conditions, Discrimination and Harassment. The review includes recommended risk mitigation actions.</p>

CRITERION	RATING	COMMENT
		The Entity has also conducted supply chain Due Diligence addressing Human Rights requirements. The mapping of Stakeholders and related requirements are disclosed on page 19 to 25 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	<p>The Entity has defined its 'Human Rights, Equity, and Inclusion' commitment as part of its Social Impact Strategy. The commitment includes actions and targets by 2030, disclosed at: https://thaibeveragecan.com/social-impact/</p> <p>Worker interviews found that women's rights are protected and there is no Discrimination in areas of hiring, training and promotion. There is a women elected to the representative welfare committee. 23% of the workforce is female as reported on page 65 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>However, there is no formal documented program which promotes women's empowerment in the fields of employment, training, the awarding of contracts, the process of engagement or in management activities.</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity as there are no Indigenous Peoples or their lands 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 or their lands 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'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 or their lands in the area used to establish the factory and industrial park.
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 or values within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable as the Entity's operations do not significantly impact on cultural, historical or spiritual heritage that is essential to the identity of Indigenous Peoples.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable as the Entity's activities have not resulted in physical and/or economic displacement.
9.7a-h Affected Populations and Organisations	Conformance	<p>The Entity has implemented Corporate Social Responsibility (CSR) projects with Local Community participation. The Entity consults Local Community leaders to understand their needs better and to try meet their expectations.</p> <p>The Entity has assessed the impact on the Local Community and developed CSR projects to improve living conditions and livelihoods.</p>

CRITERION	RATING	COMMENT
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	<p>The Entity has defined its Sourcing Policy that addresses Conflict-Affected and High-Risk Areas (CAHRAs). The presence of CAHRAs is part of the assessment questionnaire sent to suppliers. At present, none of the Entity's suppliers nor the Entity's own activities are located in CAHRAs.</p> <p>In accordance with the Entity's publicly available commitment, all Aluminium material is currently sourced from ASI Certified suppliers: https://thaibeveragecan.com/product-stewardship/</p>
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Minor Non-Conformance	<p>The Entity has made a public commitment that all the Aluminium material is sourced from ASI Certified suppliers: https://thaibeveragecan.com/product-stewardship/</p> <p>The current supplier analysis demonstrates that all the Entity's Aluminium suppliers are ASI certified.</p> <p>However, there is no systematic and risk-based Due Diligence over its Aluminium supply chain in accordance with the OECD Due Diligence Guidance of Minerals from CAHRAs following the applicable five step process.</p>
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Minor Non-Conformance	<p>The Entity has made a public commitment that all its Aluminium material is sourced from ASI Certified suppliers: https://thaibeveragecan.com/product-stewardship/</p> <p>The current supplier analysis demonstrates that all the Entity's Aluminium suppliers are ASI certified.</p> <p>However, there is no systematic and risk-based Due Diligence over its Aluminium supply chain in accordance with the OECD Due Diligence Guidance of Minerals from CAHRAs following the applicable five step process.</p>
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	<p>This ASI Performance Standard Audit satisfies the requirements of this Criterion.</p>
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	<p>The Entity has reported on its supply chain Due Diligence activities on page 33 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p>
9.9 Security practice	Conformance	<p>The Entity has a security agreement with an external provider. A Human Rights risk assessment has been conducted and mitigation measures have been identified and implemented.</p> <p>The Entity documents its policy in accordance with Applicable Law, in particular the <i>Security Guard Business Act BE 2558(2015)</i> sec 34, which states security guards must be of Thai nationality and not less than 18 years of age, and other related Laws such as the <i>Labour Protection Act BE 2541 (1998)</i>.</p> <p>The Entity and/or the security company provide job specific onboarding and periodic training on Human Rights.</p>
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity has defined its commitment to respect Workers rights to Freedom of Association and not place any restriction on that freedom, in accordance with Applicable Law. There is no Trade Union currently.</p>

CRITERION	RATING	COMMENT
		There is an elected welfare committee comprised of both male and female representative members. The welfare committee meets every month. Meeting minutes are maintained and communicated.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable as Thai law does not restrict the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	The Entity has prohibited the use of Child Labour to avoid the worst forms of Labour activities as defined in the Code of Conduct. Entity policy and practice sets the minimum hiring age at 18 years. New Workers' ages are verified through checking national ID cards; records are maintained. This Audit checked the ages of randomly selected employees and found all of them above 18 years of age.
10.3a-c Forced Labour	Conformance	<p>The Entity has made a commitment to prohibit the use and support of Forced Labour through any means. The Entity has implemented this commitment, and Workers have the freedom to terminate their employment contract at any time without penalty following the notice period in Employment Contracts, as confirmed by review of employees' records and Worker interviews.</p> <p>The Entity has developed and disclosed a Modern Slavery Policy and a signed declaration by the management team, publicly available on the Entity website at: https://drive.google.com/file/d/1AtxpOvNQ5jNLZjJp-uR4w_qbBi4OGIWr/view</p>
10.4a-c Non-Discrimination	Conformance	The Entity has committed to non-Discrimination in the Code of Conduct. Discrimination-related risks have been assessed, and control measures are defined and implemented through standard operating procedures. The Entity has developed and communicated internally Policies on performance appraisals, promotions, key performance indicators and other employee performance related matters.
10.5 Communication and engagement	Conformance	The Entity has developed its employee engagement plan for 2024. The Entity has provided multiple methods to communicate and engage with Workers such as the elected welfare committee, announcement boards around the Facility, a complaint/suggestion box in the canteen, training sessions and other meetings.
10.6a-g Violence and Harassment	Conformance	The Entity has documented its 'Rule of Conduct' Policy that prohibits Violence and Harassment at the workplace, applicable to all employees. Employees are trained on the Policy during their orientation/induction and given a printed copy, as confirmed during Worker interviews.
10.7a-c Remuneration	Minor Non-Conformance	<p>The Entity has documented its Remuneration policy through its 'Rule of Conduct' Policy, applicable to all employees, as well as documented in each employee's employment contract. The Entity makes payments to its direct employees by bank transfer twice a month, while payments to contract Workers are made by bank transfer monthly.</p> <p>However, the Entity has not sufficiently assessed through means such as a living wage survey that the Remuneration paid is sufficient to</p>

CRITERION	RATING	COMMENT
		meet the basic needs of Workers and to provide some discretionary income.
10.8a-c Working Time	Conformance	Working hours are recorded electronically for all employees, and Working Time is reviewed and compiled by the Human Resources (People Development) department for Remuneration calculation. Overtime working hours are recorded. Leave is provided in accordance with the Code of Conduct, employment contracts and Thai laws. The overall working hours conform to Thai labour laws.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights through various means such as a display of human resources policies at the workplace, induction and refresher trainings as well as other employees engagement activities. This was checked during the site visit and Workers interviews and found to be satisfactory.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	<p>The Entity has implemented an Occupational Health and Safety (OH&S) Management System in accordance with ISO 45001:2018 standards and are Third Party audited.</p> <p>However, the Entity's Hazard Identification and Risk Assessment (HIRA) does not specify control measures for working in confined spaces such as labelling, access control and safety measures. Additionally, the oxygen level measuring instrument was found to be not functional.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	<p>The Entity reviews its OH&S performance on a monthly basis covering lagging and leading indicators such as the Total Recordable Injury (TRI) ratio. The Entity has disclosed its OH&S performance on pages 52 to 57 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/</p> <p>However, the Entity has not publicly disclosed a comparative analyses of OH&S performance with peer Businesses and leading practice.</p>
11.2 Employee engagement on Health and Safety	Conformance	The Entity engages with its employees on OH&S related matters. The Entities 'Think Safe' initiative has been implemented to increase employees participation to further improve safety culture. The related disclosures are made on page 54 to 57 of the 2023 Sustainability Report at: https://thaibeveragecan.com/reports/

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
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0	22 June 2021	Initial Certification Audit – Provisional Certification
1	10 May 2022	Surveillance Audit – Full Certification
2	20 May 2024	Surveillance Audit – Change of Audit Firm from Libero Assurance to CETIZION Verifica
3	8 July 2025	Re-Certification Audit and Scope Change – Full Certification Scope Change to apply PS V3. Scope Change to add Plant 2.Update to the Next Audit Type and Next Audit Date for Rev 2 to a Re-Certification Audit by 9 May 2025, as a second Surveillance Audit was not a requirement. Correction to the Audit Scope description for the Surveillance Audit (22 – 24 November 2023). Revision to Entity Name.
