

# ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

# BALL AEROSOL PACKAGING

CERTIFICATE  
NUMBER

257

ASI  
STANDARD

PERFORMANCE  
STANDARD  
(V2 2017)

CERTIFICATION  
LEVEL

FULL  
CERTIFICATION

ASI ACCREDITED  
AUDITOR

BUREAU  
VERITAS  
CERTIFICATION

DATE OF ISSUE

30 JANUARY 2023

DATE OF EXPIRY

29 JANUARY 2026

CERTIFIED SINCE

30 JANUARY 2023

AUTHORISED BY

A stylized signature in black ink, appearing to be 'J. Ball'.

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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](http://www.aluminium-stewardship.org)*

CERTIFICATION SCOPE

Management activities for centralized operational functions, global support functions, quality assurance and operational risk are conducted at the global headquarters campuses in Westminster, Colorado (USA) and Lille (France). Manufacturing of aluminium slugs at three plants: Copal (France), Verona (USA) and Sherbrooke (Canada) and of aerosol containers (cans) at six plants: Velim (Czech Republic), Devizes (UK), Bellegarde (France), San Luis Potosi (Mexico) and Itupeva (Brazil).

# SUMMARY AUDIT REPORT

## PERFORMANCE

## STANDARD

### OVERVIEW

MEMBER NAME	Ball Corporation
ENTITY NAME	Ball Aerosol Packaging
CERTIFICATION SCOPE	<p>Management activities for centralized operational functions, global support functions, quality assurance and operational risk are conducted at the global headquarters campuses in Westminster, Colorado (USA) and Lille (France). Manufacturing of aluminium slugs at three plants: Copal (France), Verona (USA) and Sherbrooke (Canada) and of aerosol containers (cans) at six plants: Velim (Czech Republic), Devizes (UK), Bellegarde (France), San Luis Potosi (Mexico) and Itupeva (Brazil).</p>
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none"><li>• Casthouses</li><li>• Material Conversion (Production and Transformation)</li></ul>
ASI STANDARD	Performance Standard V2
AUDIT TYPE	<ul style="list-style-type: none"><li>• Initial Certification Audit</li></ul>
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	<ul style="list-style-type: none"><li>• 5 October – 8 December 2022</li></ul>
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none"><li>• 16 January 2023</li></ul>
AUDIT SCOPE	<p>The Audit Scope comprises Ball Aerosol Packaging at manufacturing facilities San Luis Potosi (Mexico), Velim (Czech Republic) and Verona (USA), and regional headquarters located in Westminster, Colorado (USA) and Lille (France).</p> <p>The Entity uses the ASI multi-site approach and sites at Ahmedabad (India), Bellegarde (France), Copal (France), Devizes (UK), Itupeva (Brazil), and Sherbrooke (Canada) were not visited during the Audit.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none"><li>• Casthouses</li><li>• Material Conversion (Production and Transformation)</li></ul> <p>All applicable criteria in the ASI Performance Standard were included in the audit scope.</p>

AUDIT OUTCOME	<ul style="list-style-type: none"> <li>• Certification</li> </ul>
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"> <li>☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.</li> <li>☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.</li> <li>☑ 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.</li> <li>☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.</li> </ul>
CERTIFICATION PERIOD	30 January 2023 – 29 January 2026
NEXT AUDIT TYPE	Re-Certification Audit
NEXT AUDIT DUE DATE	29 January 2026
CERTIFICATE NUMBER	257

## SUMMARY OF FINDINGS

CRITERION	RATING	COMMENT
PRINCIPLE 1 BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has a Corporate Compliance Policy - a 'Compliance Alliance' program, and a regularly updated Legislative tracker. The Entity prepares a quarterly compliance report, which is reviewed by management, and tracks all ongoing compliance matters across the division.
1.2 Anti-Corruption	Conformance	The Entity's Business Code of Ethics is publicly available at <a href="http://ball.com">http://ball.com</a> and addresses Anti-Corruption and Bribery.
1.3 Code of Conduct	Conformance	The Entity has established and implemented a Global Code of Conduct, available at: <a href="http://ball.com">http://ball.com</a>
PRINCIPLE 2 POLICY & MANAGEMENT		
2.1a Environmental, Social, and Governance Policy (implement and maintain)	Conformance	The Entity has established an Environmental, Social and Governance (ESG) Policy, as part of the ASI certification. The Policy is signed by President of Aerosol, and is translated into Spanish, French, Portuguese, English, and Czech languages. The ESG Policy is made available to the employees at the plants in the local languages.
2.1b Environmental, Social, and Governance Policy (senior management)	Conformance	The Entity's President, accompanied by the senior management team have endorsed the ESG Policy.
2.1c Environmental, Social, and Governance Policy (communication)	Conformance	ASI specific communication and posters have been distributed at each of the Entity's plants in the local language.
2.2 Leadership	Conformance	The Entity's President is the executive sponsor of the divisional ASI initiative. The Assistant General Counsel is the ASI lead, with various functional leads at the Vice Presidency level within the Entity.
2.3a Environmental and Social Management Systems (environmental)	Conformance	The Entity's sites have implemented Environmental Management Systems, with some sites ISO 14001 certified. The Management Systems are evaluated through internal audits on a regular basis.
2.3b Environmental and Social Management Systems (social)	Conformance	The Entity maintains an integrated Environmental and Social Management System that includes environmental and social policies, procedures and records including impact assessments.

CRITERION	RATING	COMMENT
2.4 Responsible Sourcing	Conformance	The Entity has established Global Supplier Guiding Principles that include environmental, social and governance requirements.
2.5 Impact Assessments	Conformance	For all new plants, plant expansions, and acquisitions, the Entity has an established a Due Diligence process, which includes a risk assessment.
2.6 Emergency Response Plan	Conformance	Each of the Entity's Facilities has an established Emergency Response Plan which outlines potential emergency scenarios and is periodically tested and evaluated.
2.7 Mergers and Acquisitions	Conformance	Mergers and acquisitions are managed at the corporate level and the Entity has an established Due Diligence process.
2.8 Closure, Decommissioning and Divestment	Conformance	Any plant closure, decommissioning or divestments relating to the Entity are managed at the corporate level and follow a Due Diligence process.
PRINCIPLE 3 TRANSPARENCY		
3.1 Sustainability Reporting	Conformance	The Entity publishes a combined sustainability and annual report that includes detailed data from the Aerosol Packaging Division: <a href="https://www.ball.com/sustainability/sustainability-reporting/downloads">https://www.ball.com/sustainability/sustainability-reporting/downloads</a>
3.2 Non-compliance and liabilities	Conformance	The Entity communicates information on material non-compliances and liabilities in its publicly available Global Reporting Initiative (GRI) register, available on the Ball website.
3.3a Payments to governments (legal and contractual)	Conformance	Other than standard company and payroll taxes, the Entity does not make payments to Governments.
3.3b Payments to governments (disclosure – bauxite mining)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
3.4 Stakeholder complaints, grievances and requests for information	Conformance	Any stakeholder complaints, grievances or requests for information can be initiated through the Entity's Compliance Hotline which is available to all internal and external stakeholders.
PRINCIPLE 4 MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment (life cycle impacts)	Conformance	Life Cycle Assessments (LCAs) have been undertaken at the divisional level for various formats of aerosol cans and bottles with different recycling rates and recycled content. These are available to customers on request.

CRITERION	RATING	COMMENT
4.1b Environmental Life Cycle Assessment (cradle to gate)	Conformance	The Entity's 'Cradle to Gate' Life Cycle Assessments for aerosol products are available for customers upon request. The Entity completes product specific LCAs using the 'InstantLCA' software program.
4.1c Environmental Life Cycle Assessment (public communication)	Conformance	In addition to the product specific LCAs completed by the Entity, it also leverages public information and communication on other packaging. Refer to further information on these LCA studies at: <a href="https://packagingscotland.com/2022/06/ball-launches-most-sustainable-aluminium-aerosol-can-to-date/">https://packagingscotland.com/2022/06/ball-launches-most-sustainable-aluminium-aerosol-can-to-date/</a> and <a href="https://packagingeurope.com/news/ball-corporation-unveils-lightweight-aerosol-can-aimed-at-carbon-footprint-reduction/8401.article">https://packagingeurope.com/news/ball-corporation-unveils-lightweight-aerosol-can-aimed-at-carbon-footprint-reduction/8401.article</a>
4.2 Product design	Conformance	The Entity has integrated sustainability into the design of their Products. This is described in the Combined Report 2021 and earlier Sustainability Reports.
4.3a Aluminium Process Scrap (targets)	Conformance	The Entity has implemented scrap management processes at all of the Entity's sites with the aim of minimising scrap generation. The Entity has established Key Performance Indicator (KPI) targets for scrap reduction at each of site.
4.3b Aluminium Process Scrap (alloy separation)	Conformance	Can plants use various alloys, but all are 99%+ pure aluminium. Given this level of purity, remelters/recyclers do not require separation for purposes of recycling. Separation may be performed for the various classes of scrap generated by the can plants depending on the recycler.
4.4a Collection and recycling of products at end-of-life (strategy)	Conformance	The Entity's Corporate function has implemented a strategy to increase the recycling of end-of-life products outlined at: <a href="https://www.ball.com/realcircularity">https://www.ball.com/realcircularity</a>
4.4b Collection and recycling of products at end-of-life (engagement)	Conformance	Ball Corporation is working with Alupro (UK), CMI/HCPA (USA), and other organizations to fund and drive recycling programmes for end-of-life waste. The Entity has officially pledged to fund these programs in 2023.
PRINCIPLE 5 GREENHOUSE GAS EMISSIONS		
5.1 Disclosure of GHG emissions and energy use	Conformance	Company-wide GHG emissions and energy use and reduction targets are reported on the Ball Sustainability Data Center and to local regulators where required:

CRITERION	RATING	COMMENT
		<a href="https://www.ball.com/sustainability/sustainability-reporting/data-center">https://www.ball.com/sustainability/sustainability-reporting/data-center</a>
5.2 GHG emissions reductions	Conformance	Company-wide GHG emissions and energy use and reduction targets are reported on the Ball Sustainability Data Center and to local regulators where required: <a href="https://www.ball.com/sustainability/sustainability-reporting/data-center">https://www.ball.com/sustainability/sustainability-reporting/data-center</a>
5.3a Aluminium Smelting (management system)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3b Aluminium Smelting (up to and including 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3c Aluminium Smelting (after 2020)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 6 EMISSIONS, EFFLUENTS AND WASTE		
6.1 Emissions to Air	Conformance	Air emissions are managed and reported according to permits issued by the regulatory authorities. Air emission summaries are included in Ball's Sustainability Report. The main emissions are Volatile Organic Compounds (VOCs) from inks, coatings, lacquers, oils and solvents.
6.2 Discharges to Water	Conformance	Each of the Entity's Facilities discharges to water are managed according to local permits. The Entity has developed a plan to increase water reuse and therefore reduce discharges to water.
6.3a Assessment and Management of Spills and Leakage (assessment)	Conformance	Each of the Entity's Facilities maintain an Emergency Contingency Plan which outlines requirements for assessing and managing spills.
6.3b Assessment and Management of Spills and Leakage (management)	Conformance	Each of the Entity's Facilities has an Emergency Contingency Plan in place which outlines how spills are to be managed.
6.4a Reporting of Spills (immediate disclosure)	Conformance	Each of the Entity's Facilities reports spills to the local agencies according to local regulations.
6.4b Reporting of Spills (regular reporting)	Conformance	Every spill is recorded by the local Environment, Health and Safety (EHS) Managers and includes details on spill volume, type of spill, and the potential impact of the spill incident. This information is captured in Enablon – an online incident database.

CRITERION	RATING	COMMENT
6.5a Waste management and reporting (strategy)	Conformance	The Entity has established waste reduction goals for all Divisions to reduce waste going to landfill and to increase recycling. These goals are defined at: <a href="https://www.ball.com/sustainability/product-stewardship/resource-efficiency">https://www.ball.com/sustainability/product-stewardship/resource-efficiency</a>
6.5b Waste management and reporting (disclosure)	Conformance	The Entity reports waste generation quantities as part of the Ball Corporation Combined and Sustainability Reports.
6.6a Bauxite Residue (storage construction)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6b Bauxite Residue (integrity checks and controls)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6c Bauxite Residue (water discharge)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6d Bauxite Residue (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6e Bauxite Residue (state of the art technologies)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.6f Bauxite Residue (remediation)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a Spent Pot Lining (SPL) (storage and management)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7b Spent Pot Lining (SPL) (recovery and recycling)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7c Spent Pot Lining (SPL) (Untreated SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7d Spent Pot Lining (SPL) (review of alternatives)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7e Spent Pot Lining (SPL) (marine and aquatic environments)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a Dross (recovery)	Conformance	The Entity maximises the recovery of aluminium from Dross generated at the slug plants by sending dross out for reprocessing and, where feasible, having an equivalent amount of recovered aluminium returned to the slug plants.
6.8b Dross (recycling)	Not Applicable	This Criterion is not applicable, as the Entity does not engage in the recycling of treated Dross residues.



CRITERION	RATING	COMMENT
		Such activity is undertaken by the supplier that receives and treats the Entity's dross.
6.8c Dross (review of alternatives)	Conformance	The Entity conducts competitive tenders for dross reprocessing, with a key consideration being the maximization of aluminium recovery, thereby reducing any potential landfilling of dross residues. As part of the Entity's new supply chain organisation, dross re-processors will be part of a regular audit program to verify recovery and handling of non-recoverable material.
PRINCIPLE 7 WATER STEWARDSHIP		
7.1a Water assessment (mapping)	Conformance	The Entity has identified water use by source for each location. Water is extracted from wells at some Facilities and or supplied by the local municipality at others.
7.1b Water assessment (risk assessment)	Conformance	The Entity has undertaken a detailed water risk assessment for all of its sites in the Beta Aqueduct tool. Mitigation options for sites in water stress areas are presented on the Ball website and water use reduction targets have been implemented.
7.2a Water management (management plans)	Conformance	All of the Entity's Facilities monitor water use and recycle water. Facilities that extract water from the ground are in compliance with their permitted extraction quantities. In times of drought, local authorities are responsible for managing water supply in the area and sites obey any additional instruction to halt water extraction.
7.2b Water management (monitoring)	Conformance	The Entity monitors water use and recycling is maximised. Water extraction and use are monitored and are within permitted levels.
7.3 Disclosure of water usage and risks	Conformance	Water usage for the Entity is included in the Ball Combined Report and Sustainability Reports: <a href="https://www.ball.com/sustainability/sustainability-reporting/downloads">https://www.ball.com/sustainability/sustainability-reporting/downloads</a>
PRINCIPLE 8 BIODIVERSITY		
8.1 Biodiversity assessment	Conformance	The Entity's Biodiversity risk assessment was completed using the Integrated Biodiversity Assessment Tool (IBAT), which provides a basic risk screening on biodiversity.
8.2a Biodiversity management (biodiversity action plans)	Conformance	Biodiversity Action Plans have been developed for the Entity's operations based on the site specific Biodiversity Checklist and Risk Assessment.

CRITERION	RATING	COMMENT
8.2b Biodiversity management (consultation and mitigation hierarchy)	Conformance	The Entity has prepared Biodiversity Action Plans for all its plant facilities. The Biodiversity Mitigation Hierarchy was applied in this development process.
8.2c Biodiversity management (reporting)	Conformance	The Entity's biodiversity management is reported in the Ball Sustainability Report.
8.3 Alien Species	Conformance	The Entity utilises the Biodiversity Checklist to evaluate species that may be introduced and may threaten the native biodiversity and natural ecosystems at each site. Identified risks will be added to the site's annual aspects and impacts assessment if applicable. The Entity's sites continue to proactively prevent the accidental or deliberate introduction of Alien Species that could have significant adverse impacts on biodiversity.
8.4a Commitment to "No Go" in World Heritage properties (exploration and new mines)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.4b Commitment to "No Go" in World Heritage properties (existing operations)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5a Mine rehabilitation (best available techniques)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.5b Mine rehabilitation (financial provisions)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
PRINCIPLE 9 HUMAN RIGHTS		
9.1a Human Rights Due Diligence (policy)	Conformance	The Entity has an established Human Rights Policy (dated June 1, 2021). This Policy is available on the Corporate Compliance Sharepoint page and can be accessed by all employees.
9.1b Human Rights Due Diligence (process)	Conformance	The Entity has established the Human Rights Policy and the Slavery and Human Trafficking Statement to support their commitment to treat people with dignity and respect. These policies further the protection of human rights by prohibiting slavery and human trafficking, and address non-compliance by employees and vendors working with and for the Entity.
9.1c Human Rights Due Diligence (remediation)	Conformance	The Entity observes the UN Guiding Principles on Business and Human Rights by following the corporate policies and national and international regulations regarding human rights.

CRITERION	RATING	COMMENT
9.2 Women's Rights	Conformance	The Entity rewards all employees equitably based on competitive labour market data, performance levels and contributions to Ball Corporation's success while ensuring adherence to all applicable laws and regulations. The Entity is committed to empowering women and enabling a community of support via the internal Women's Network (BRG), celebrating International Women's Day, community outreach and engagement, bi-monthly educational events, and a continued focus on developing women in leadership roles.
9.3 Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity as no Indigenous Peoples are present in the Area of Influence of each site.
9.4 Free, Prior, and Informed Consent (FPIC)	Conformance	The Entity's Land and Property Global Policy addresses the rights of Indigenous Peoples and the need for consultation over activities that may impact them, should the Entity impact in future.
9.5 Cultural and sacred heritage	Conformance	The Entity's Facilities are not near areas reserved for Indigenous Peoples. No cultural or religious sites are affected by the company's operations.
9.6a Resettlements (avoid or minimise)	Not Applicable	This Criterion is not applicable, as no Resettlement was required for any site and there are no expansion plans.
9.6b Resettlements (where unavoidable)	Not Applicable	This Criterion is not applicable, as no Resettlement was required for any site and there are no expansion plans.
9.7a Local Communities (rights and interests)	Conformance	The Entity has an ongoing commitment to supporting Local Communities. This is shown on the Ball website at: <a href="https://www.ball.com/community">https://www.ball.com/community</a> Ball has a foundation that provides support to community organizations, refer to: <a href="https://www.ball.com/eu/vision/sustainability/community/ball-foundation">https://www.ball.com/eu/vision/sustainability/community/ball-foundation</a>
9.7b Local Communities (impacts)	Conformance	The Entity requires all sites to respect Local Communities and reduce their impacts. In the event of a community concern, the Entity maintains a compliance hotline where concerns can be reported.
9.7c Local Communities (livelihoods)	Conformance	Each of the Entity's sites participates in local projects through volunteering efforts. Each site contributes with monetary or in-kind donations for community related projects in with Ball's charitable giving

CRITERION	RATING	COMMENT
		objectives. The Entity has a donation matching policy on the funding platform Beniviti.
9.8 Conflict-Affected and High-Risk Areas	Conformance	The Entity has no activities in Conflict-Affected and High-Risk Areas and all aluminium suppliers to the Entity are regularly audited.
9.9 Security practice	Conformance	The Entity aims to provide safety and security to all of its plant and office locations. This is provided through the use of closed-circuit surveillance, contracted security guards and secure electronic access with Contracted Security personnel at some sites. Contracted security companies must adhere to Ball's Supplier Guiding Principles. Visitors at plant locations and some office locations are required to register before entering the facility.
PRINCIPLE 10 LABOUR RIGHTS		
10.1a Freedom of Association and Right to Collective Bargaining (freedom of association)	Conformance	The Entity respects Freedom of Association and its employees' right to Collective Bargaining as outlined in the Ball Human Rights Policy.
10.1b Freedom of Association and Right to Collective Bargaining (collective bargaining)	Conformance	Workers at the Entity's Facilities are free to associate and join a Union with the freedom to conduct Collective Bargaining.
10.1c Freedom of Association and Right to Collective Bargaining (alternative means)	Not Applicable	This Criterion is not applicable as all of the Entity's sites are located in countries where Freedom of Association and Right to Collective Bargaining is written into law.
10.2a Child Labour (minimum age)	Conformance	The Entity's Child and Forced Labour Policy indicates the minimum age for employees on-site is 18 years.
10.2b Child Labour (hazardous)	Conformance	The Entity's Child and Forced Labour Policy indicates the minimum age for employees on-site is 18 years.
10.2c Child Labour (worst forms)	Conformance	The Entity does not allow hazardous or prohibited work for Workers under 18 years and these Workers are supervised at all times. Suppliers are also required to prohibit Child Labour.
10.3a Forced Labour (human trafficking)	Conformance	The Entity does not engage in nor supports Human Trafficking either directly or through any employment or recruitment agencies.
10.3b Forced Labour (deposits, fees, advances)	Conformance	The Entity has published a slavery and human trafficking statement on the website stating that no

CRITERION	RATING	COMMENT
		deposits, fees or advances are required by the company.
10.3c Forced Labour (migrant workers)	Conformance	The Entity does not require Migrant Workers to lodge deposits or security payments at any time.
10.3d Forced Labour (debt bondage)	Conformance	The Entity does not hold Workers in Debt Bondage or force them to work in order to pay off a debt.
10.3e Forced Labour (freedom of movement)	Conformance	The Entity does not unreasonably restrict the freedom of movement of Workers within or to/from the workplace.
10.3f Forced Labour (retention of identity papers, permits, certificates)	Conformance	There is no retention of papers, permits or certificates and suppliers are also expected to comply with this requirement.
10.3g Forced Labour (freedom to terminate employment)	Conformance	The freedom to terminate employment is covered by local laws and the notice period is included in contracts of employment where applicable.
10.4 Non-Discrimination	Conformance	The Entity's commitment to non-discrimination is outlined in a corporate policy and is communicated on the website.
10.5 Communication and engagement	Conformance	There are clear communication channels between management and Workers and each plant has various processes to assure employee consultation and participation including communication boards; monthly all-hands meetings (safety, quality, production); suggestion boxes and celebrations of employee work anniversaries.
10.6 Disciplinary practices	Conformance	The Entity has established and documented disciplinary policies that are outlined in each site-specific Employee Handbook.
10.7a Remuneration (living wage)	Conformance	The Entity seeks to pay competitive wages based on local market assessment and, at a minimum, in accordance with local laws and regulations.
10.7b Remuneration (method of payment)	Conformance	The Entity seeks to pay competitive wages based on local market assessment and, at a minimum, in accordance with local laws and regulations.
10.8 Working Time	Conformance	The Entity has implemented time-card systems for hourly employees to ensure it complies with Applicable Law and industry standards on Working Time (including Overtime working hours), public holidays and paid annual leave.

CRITERION	RATING	COMMENT
PRINCIPLE 11 OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Policy (policy)	Conformance	The Entity has implemented the established Global Health and Safety Policy that is available at: <a href="http://ball.com">http://ball.com</a>
11.1b Occupational Health and Safety (OH&S) Policy (workers and visitors)	Conformance	All of the Entity's locations have implemented procedures and maintained the associated records for managing hazards and controlling risks, identifying and complying with legal requirements, communicating and engaging with employees, responding and reporting to incidents and emergency situations, training and measuring EHS performance for employees, visitors and contractors.
11.1c Occupational Health and Safety (OH&S) Policy (applicable law and standards)	Conformance	The Entity's Global Health and Safety Policy complies with Applicable Laws and ILO requirements.
11.1d Occupational Health and Safety (OH&S) Policy (right to stop unsafe work)	Conformance	The Entity's Global Health and Safety Policy requires Workers to safeguard their own health and that of others, which empowers Workers to stop unsafe work.
11.2 OH&S Management System	Conformance	The Entity's locations have implemented procedures and maintained the associated records for managing hazards and controlling risks, identifying and complying with legal requirements, communicating and engaging with employees, responding and reporting to incidents and emergency situations, training and measuring EHS performance.
11.3 Employee engagement on health and safety	Conformance	The Entity's locations have processes for communicating and engaging with employees, responding and reporting to incidents and emergency situations and training.
11.4 OH&S performance	Conformance	The Entity has an established EHS Management System including monitoring and measurement of OH&S performance across all of the Entity's Facilities.

#### **Document Control and Version History**

Revision	Date	Notes
0	30 January 2023	Initial Certification Audit - Full Certification
1	15 July 2025	Updated to remove the Ahmedabad (India) site following divestment of Ball Aerosol Packaging India; the site has been transferred to Certification 489. Revision to the Audit Scope description to include the multi-site approach.