

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

MORAVIA CANS a.s.

CERTIFICATE NUMBER

504

ASI STANDARD

**PERFORMANCE
STANDARD
(V3.1 2023)**

CERTIFICATION LEVEL

**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM

**GUTcert (AFNOR
GROUP)**

DATE OF ISSUE

21 NOVEMBER 2025

DATE OF EXPIRY

20 NOVEMBER 2028

CERTIFIED SINCE

21 NOVEMBER 2025

AUTHORISED BY

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CERTIFICATION SCOPE

Production Facility of MORAVIA
CANS a.s. located in Bojkovice,
Czech Republic.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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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

AUDIT REPORT

PERFORMANCE

STANDARD

OVERVIEW

MEMBER NAME	MORAVIA CANS a.s.
ENTITY NAME	MORAVIA CANS a.s.
CERTIFICATION SCOPE	Production Facility of MORAVIA CANS a.s. located in Bojkovice, Czech Republic.
SUPPLY CHAIN ACTIVITIES	- Material Conversion - Other Manufacturing or sale of products containing Aluminium
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	First Certification Audit
AUDIT FIRM	GUTcert (AFNOR Group)
AUDIT DATE	3 – 6 June 2025
AUDIT REPORT SUBMISSION	10 September 2025
AUDIT SCOPE	The Audit Scope included the MORAVIA CANS a.s. Bojkovice Facility. Supply chain activities included in the Audit Scope: - Material Conversion - Other Manufacturing or sale of products containing Aluminium 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	21 November 2025 – 20 November 2028

NEXT AUDIT TYPE	Surveillance Audit
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NEXT AUDIT DATE	21 November 2026
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CERTIFICATE NUMBER	504
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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

MORAVIA CANS a.s. (the 'Entity') is a European manufacturer and supplier of Aluminium packaging. It produces Aluminium monobloc aerosol cans and bottles, with a focus on the deodorant and personal care markets, supplying all major brand owners and fillers in this segment. The Entity employs approximately 400 Workers.

The Entity's production uses both its proprietary Impact Extrusion with Ironing ('IEI') process and its unique application of the Drawn and Wall-Ironing ('DWI' or 'D&I') process to produce aerosol cans. The Entity has progressively developed its manufacturing facility in Bojkovice, Czech Republic, with fast, advanced, optimised and standardised production and quality inspection. The Bojkovice site prioritises operational safety performance.

The Entity has all required accreditations for its industry and market segment, including this ASI Performance Standard Certification, in addition to BRC, CyberVadis, EcoVadis, and ISO among others. The Entity is a member of Metal Packaging Europe and the Metal Packaging Manufacturer's Association, with increasing focus on closed loop recycling through ASI Certified suppliers and organisations such as the UK Aerosol Recycling Initiative.

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

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Minor Non-Conformance	The Entity has developed and implemented Policies, systems, procedures and processes that predominantly conform to the ASI Performance Standard's legal Compliance requirements. There are systems in place to maintain awareness of, and to ensure Compliance with Applicable Law. The Entity holds valid ISO 14001 and ISO 45001 certifications from an accredited certification body. The Entity was not however in Compliance with all Applicable Law, as the Entity's current use of surveillance cameras is not in full accordance with relevant data protection requirements.
1.2 Anti-Corruption	Conformance	The Entity has established and implemented a system to work against Corruption, Bribery and associated practices. A Code of Conduct and an Anti-Bribery Policy have been issued and communicated within the Entity. All staff are regularly trained on the Code of Conduct, and relevant personnel receive additional anti-Corruption training.
1.3a-e Code of Conduct	Minor Non-Conformance	The Entity has internally issued and communicated its Code of Conduct for Employees and its Corporate Social Responsibility (CSR) Policy. However, these documents were not publicly available at the time of the Audit. The Entity has issued a Code of Conduct for suppliers, accessible at: https://www.moraviacans.cz/en/supplier-code-of-conduct-moravia-cans-a-s/
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has issued and communicated its Policy statements relevant to Environmental, Social, and Governance (ESG) practices. The Entity's integrated Quality, Sustainability, Health & Safety, Environmental and Hygiene Policy is accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/05/Policy-QHSE_BRCGS_ENG.pdf The Integrated Policy has been endorsed by senior management who also provide the resources required for its implementation. The Policy is reviewed regularly. The Entity has established an Integrated Management System to ensure effective implementation of ASI Performance Standard requirements. Several aspects of the Integrated Management System have been certified against International Management System Standards including ISO 9001, ISO 14001, ISO 45001 and BRCGS.
2.2a-c Leadership	Conformance	The Entity's Managing Director has overall responsibility for the implementation of the Policies to achieve ASI Performance Standard requirements. The Managing Director is supported by the management team, and relevant roles are defined. Through document review, site tour and interviews, the Audit confirmed that the implementation and resources provided are both sufficient.

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented and is maintaining an Environmental and Energy Management System which is Certified against ISO 14001 by an accredited certification body. The latest available audit report from the certification body identified two minor non-conformances.
2.3b Environmental and Social Management Systems – Social	Minor Non-Conformance	The Entity demonstrates compliance with social regulations and principles with some processes documented. A documented framework for all relevant social rules and activities however has not been developed and there is an inadequate description of processes and responsibilities, Key Performance Indicators (KPIs), goals and associated action plans related to social management.
2.4a-e Responsible Sourcing	Conformance	A Code of Conduct for Suppliers that addresses responsible sourcing is established and communicated. The Code is accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/03/Supplier-Code-of-conduct-MC-250310.pdf The Entity implements a periodic documented assessment to evaluate related risks. Aluminium is sourced from suppliers which hold certification against the ASI Performance Standard.
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity as the Entity has had no New Projects or Major Changes to existing Facilities. Applicable Legal requirements (especially EU IPPC), would require any such Projects to be subject to a rigorous permitting process.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity as the Entity has had no New Projects or Major Changes to existing Facilities. Applicable Legal requirements (especially EU IPPC), would require any such Projects to be subject to a rigorous permitting process.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented a site-specific Emergency Response Plan (ERP). The ERP was developed in collaboration with relevant Stakeholders such as the local fire brigade. The ERP is available to relevant Stakeholders on request.
2.8a-d Suspended Operations	Conformance	The Entity has developed a Business Resilience Procedure to address situations where it may have to suspend or significantly alter operations due to factors outside its control, which considers Material adverse environmental, social and governance impacts. There has been no suspension of activities since the Entity joined ASI.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has a documented process to manage Mergers and Acquisition (M&A). The Entity's management confirmed that it has not undergone, nor has plans for any M&A activity since they have joined ASI.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a procedure for closure, decommissioning and divestment. There have been no such events since the Entity acquired the Facility in 1991.

3. TRANSPARENCY

CRITERION	RATING	COMMENT
3.1a-b Sustainability Reporting	Minor Non-Conformance	The Entity has issued an Annual Report which addresses economic, environmental and Health & Safety aspects. The Annual Report is accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/05/2024-MORAVIA-CANS-a.s.-Annual-Report.pdf The Entity has also issued an annual Environmental Report, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf The Entity's governance approach to ESG issues and impacts are not yet adequately addressed and disclosed.
3.2 Non-compliance and Liabilities	Minor Non-Conformance	The Entity has issued an Annual Report which addresses economic, environmental and Health & Safety aspects. The Annual Report is accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/05/2024-MORAVIA-CANS-a.s.-Annual-Report.pdf The Annual Report however does not disclose information on Material fines, judgments, penalties and non-monetary sanctions for failure to Comply with Applicable Law.
3.3a-c Payments to Governments	Minor Non-Conformance	The Entity has issued its Annual Report which addresses economic, environmental and Health & Safety aspects. The Annual Report is accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/05/2024-MORAVIA-CANS-a.s.-Annual-Report.pdf The Annual Report however does not disclose information on payments to Governments, politicians or political parties.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established a 'whistleblower hotline' that can be contacted by email at: sustainability@moraviacans.cz Information on the use of the hotline is available on the Entity's website, accessible at: https://www.moraviacans.cz/en/internal-reporting-channel-of-moravia-cans-a-s/
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has evaluated the life cycle impacts of its major Products in a Life Cycle Assessment (LCA) Report which aligns to the requirements of ISO 14040 and 14044. The study was developed by a specialised external institute. As the Products are customer specific, the studies are available on customer request only.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity provides Product specific life cycle analysis / product carbon footprint data to its customers upon request.
4.2 Product Design	Conformance	The Entity has implemented a process for Product design which includes clear sustainability objectives, notably lightweighting and the use of Recycled Aluminium.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented systems and a program to recycle 100% of the Aluminium Process Scrap produced within its operations, working

CRITERION	RATING	COMMENT
		with external partners. The Entity has achieved close to a 100% recycling rate of Scrap.
4.4a-c Collection and Recycling of Products at End of Life – Material Conversion and other Manufacturing	Minor Non-Conformance	At the time of the Audit, the Entity was still developing its Recycling Strategy. The Recycling Strategy was therefore not publicly available.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity works to increase recycling of its Products at 'End of Life' through its membership of the British Aerosol Manufacturers' Association (BAMA) (https://bama.co.uk/). BAMA works to increase recycling rates by contributing to the work of Metal Matters (https://metalmatters.org.uk/) who work with local authorities on improving consumer understanding of how to recycle packaging materials, and with a goal to increase recycling rates for all metal packaging.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity monitors its energy consumption by source. The Entity's Greenhouse Gas (GHG) emissions have been calculated and verified by a Third Party. The Entity's GHG emissions and energy use are disclosed in the Entity's 2024 Environmental Report, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established its GHG Emissions Reduction Plan and Pathway, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/08/GHG-Emission-Reduction-Plan_MORAVIA-CANS-as.pdf The GHG Emissions Reduction Pathway is consistent with a 1.5°C warming scenario and was developed using the ASI GHG Pathways Method and Calculation Tool.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Conformance	The Entity has established its GHG Emissions Reduction Plan and Pathway, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/08/GHG-Emission-Reduction-Plan_MORAVIA-CANS-as.pdf The GHG Emissions Reduction Plan and Pathway includes a timeline and responsibilities.

CRITERION	RATING	COMMENT
5.4 GHG Emissions Management	Minor Non-Conformance	The Entity is in the process of documenting the Management System to work to reducing its GHG emissions in accordance with the Paris Agreement. At the time of the Audit, elements of this system were still under development and some system documentation was not yet complete.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity monitors relevant Emissions to Air. The data for the relevant emissions, which are volatile organic compounds, are disclosed in the Entity's 2024 environmental report, page 5, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf
6.2a-g Discharges to Water	Minor Non-Conformance	The Entity monitors relevant Discharges to Water. Water quality measurements are undertaken by an accredited external institute on a monthly basis. The Entity has implemented a Water Minimisation Plan. Data on the Entity's freshwater withdrawal and discharged wastewater are publicly available on the Entity's 2024 Environmental Report, pages 9-10, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf At the time of the Audit however, the Entity had not publicly disclosed its Water Minimisation Plan.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	Within the scope of its ISO 14001 certified Environmental Management System, the Entity periodically identifies and evaluates major risk areas of operations where Spills and Leakages may contaminate air, water, or soil. The Entity has established and implemented a management plan, communication plans, compliance controls and a monitoring programme to prevent and detect spills and leakages. Management confirmed that there have been no Material Spills or Leakages in the previous ten years.
6.4a-b Public Disclosure of Spills and Leakages	Not Applicable	This Criterion is not applicable to the Entity, as its management confirmed that there have been no Material Spills or Leakages in the previous ten years. Should a Material Spill or Leakage occur, the Entity will report it via its Annual Report.
6.5a-c Waste Management and Reporting	Conformance	The Entity monitors the generation and disposal of Waste which is incorporated into its certified Environmental Management System. Data on generated waste are made publicly available in the Entity's Environmental Report 2024, page 8, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
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	Minor Non-Conformance	The Entity has assessed risks from its operations related to water and is monitoring the quantity and quality of its water withdrawal and discharge. The Entity has not however publicly reported its water withdrawal and its water related risks.
7.2a-e Water Management	Minor Non-Conformance	The Entity has implemented a Water Management Plan. The Entity has also recently implemented a water recycling facility that has already significantly reduced the quantity of water used. The Water Management Plan however is not publicly available.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has conducted a Biodiversity study which assessed the impact of the Entity's operations on the local environment including Biodiversity and Ecosystem Services.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as based on the Biodiversity assessment the Entity's impacts on Biodiversity were assessed as low. There was no observation made during the Audit that the Entity's impact on Ecosystem Services in its Area of Influence would be Material.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as based on the Biodiversity assessment the Entity's impacts on Biodiversity were assessed as low. There was no observation made during the Audit that the Entity's impact on Ecosystem Services in its Area of Influence would be Material.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services were identified.
8.4 Alien Species	Conformance	Relevant risks regarding Alien Species identified by the Entity relate to transportation of equipment and materials. Wooden pallets are treated according to the International Standards for Phytosanitary Measures No. 15 (ISPM 15), if shipped internationally. The Entity's production process otherwise uses inert materials such as Aluminium and lacquers. Gardeners are instructed to uproot, when identified, and to not plant Alien Species.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity does not operate, plan to explore or develop new projects in or close to World Heritage Properties. The Entity's production site is located in Bojkovice, Czech Republic which is a long-established industrial zone. There is no World Heritage Site on or near the industrial actual premises. The nearest such site is the Gardens and Castle at Kroměříž over 40 kilometres from the Entity.

CRITERION	RATING	COMMENT
8.6a-d Protected Areas	Not Applicable	This Criterion is not applicable to the Entity, as it has no impact on Protected Areas. In May 2025, a Biodiversity and Ecosystem Services Assessment confirmed the presence of Protected Areas near the site. The study confirmed that the Entity has no or only low impact on local Biodiversity and did not advise any Biodiversity actions. A Management Plan to ensure that the Entity's activities and Facilities do not adversely impact the integrity of the special values for the Protected Areas is not required.
8.6e Protected Areas – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Minor Non-Conformance	The Entity's Code of Conduct includes a commitment to support and respect Human Rights. The Human Rights Due Diligence process however is not yet fully effective as, at the time of the Audit, the Code was communicated internally only, a gender-responsive approach was not documented and a mapping of Affected Populations and Organisations was absent.
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	The Entity has implemented a program to promote gender equity and women's empowerment in employment practices, training opportunities, awarding of contracts, engagement processes and management activities. The program is not fully effective however, as relevant aspects are not adequately covered. Aspects not adequately covered include building capacity for gender equality through continuous training and leadership development, ensuring fair access to contracts and economic opportunities for women-led enterprises, institutionalisation of inclusive engagement and participatory management practices. Furthermore, the effectiveness of the measures taken to promote gender equality have not yet been made publicly available.
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present where the Entity operates.
9.4a Free, Prior, and Informed Consent (FPIC) – New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as Indigenous Peoples or their lands, territories and resources are not present where the Entity operates.
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 Indigenous Peoples or their lands, territories and resources are not present where the Entity operates.

CRITERION	RATING	COMMENT
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has mapped and evaluated its potential impact on any sacred or cultural heritage sites and values within its Area of Influence. The Entity concluded that there are no such sites or values within its Area of Influence and the impact it could have, if such sites or values were present, is in any case marginal.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as the Entity's assessment and review of sources in the Audit confirmed that the Entity is not located near sacred or cultural heritage sites.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity. The Entity has not required people to be resettled or displaced, which was confirmed in the Audit by interviews. No resettlement or Displacement is planned for New Projects or Major Changes, as confirmed by the Entity's senior management.
9.7a-h Affected Populations and Organisations	Not Applicable	This Criterion is not applicable to the Entity, as the outcome of the stakeholder assessment has confirmed that there are no salient issues with local communities and therefore no need for action.
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	The Entity has established its Supply Chain Policy. A supply chain Management System is described in the Sustainable Procurement Policy. Supplier audits are designed on the VDA Supplier Questionnaire. A Grievance Mechanism is implemented.
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Entity has implemented processes to ensure risk-based Due Diligence over its Aluminium supply chain. Management regularly conducts documented risk assessments. The latest assessment confirmed that the Entity is not sourcing from Conflict-Affected and High-Risk Areas (CAHRAs).
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Conformance	The Entity has implemented a strategy to respond to identified risks in their supply chain. As a final stage in the risk response process, the Entity may terminate business activities with the supplier.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity was Audited against the ASI Performance Standard which includes an Audit on Due Diligence processes and as such addresses this requirement of this Criterion.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Minor Non-Conformance	The Entity has not identified salient issues as it does not source from CAHRAs. The Entity however has not publicly reported on its supply chain Due Diligence process and results.
9.9 Security practice	Conformance	The Entity does not use armed security forces. Security personnel on site are used primarily as 'gatekeepers'. The Entity's Human Rights risk assessment determined no relevant risks related to security practices. Worker interviews confirmed no known Human Rights incidents caused by the security service.

10. LABOUR RIGHTS

CRITERION	RATING	COMMENT
10.1a-c Freedom of Association and Right to Collective Bargaining	Minor Non-Conformance	The Entity commits to respect the Workers Right of Freedom of Association and Right to Collective Bargaining. Union representatives however are not freely elected. Whilst some Workers met and formed a 'Union committee' at a site level some years ago, there have been no free elections for Worker representation since then. The Entity has also not implemented a mechanism for the free election of Worker representatives. The Entity has negotiated Collective Bargaining Agreements ('CBAs') in good faith with the Union representatives.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as in the Czech Republic, both the Right of Freedom of Association (the Right to join or form Trade Unions) and the Right to Collective Bargaining are constitutionally and legislatively recognised.
10.2a-c Child Labour	Conformance	The Entity neither uses nor supports the use of Child Labour. Due to hazards present on the 'shopfloor' and qualification requirements, the Entity only employ Workers with a minimum age of 18 years. This has been verified by interviews, site tour and document review.
10.3a-c Forced Labour	Minor Non-Conformance	Site tour and interviews with Workers and management, as well as a document review, did not give any indication of Forced Labour at the Entity. However, the Entity's Human Rights risk assessment does not address Forced Labour. In addition, at the time of the Audit, a Modern Slavery Statement had not been issued and made publicly available.
10.4a-c Non-Discrimination	Conformance	As verified by document review and interviews, there is no Discrimination in pay for equal work. During Worker interviews and the site tour, no indication of Discrimination was identified based on gender, race, national or social origin, religion, disability, political affiliation, sexual orientation, marital status, family responsibilities, age, or any other condition that could give rise to Discrimination.
10.5 Communication and engagement	Conformance	The Entity ensures open communication and direct engagement with Workers and their representatives regarding working conditions and resolution of workplace and compensation issues, without the threat of reprisal, intimidation, or Harassment. There are periodic meetings held between the Entity and the Union representatives. Additionally, there are quarterly 'town hall' meetings, Health and Safety committee meetings and other communication channels such as team meetings, a letter box for grievances and suggestions, and a quarterly employee magazine.
10.6a-g Violence and Harassment	Conformance	As confirmed by interviews and document review, the Entity neither engages in, nor tolerates the use of corporal punishment, mental or physical coercion, Harassment or gender-based Violence including sexual Harassment or verbal abuse of Workers. The Entity's position against Violence and Harassment is stated in its Code of Conduct for Employees.

CRITERION	RATING	COMMENT
10.7a-c Remuneration	Conformance	Payments to Workers are made in a timely manner on a monthly basis, in legal tender by bank transfer or in cash and are fully documented by pay slips that are understandable for all Workers. Payments are made in accordance with the Collective Bargaining Agreement, which is comparatively high and above both the minimum wage and above the living wage (referred to as a 'decent wage' in the Entity's context).
10.8a-c Working Time	Conformance	The Entity complies with Applicable Law and industry standards on Working Time, public holidays and paid annual leave. Working Time is incorporated into the Collective Bargaining Agreement and referred to in all employment contracts.
10.9a-b Informing Workers of Rights	Conformance	As confirmed by interviews with Workers and the Entity's Human Resources Department during the Audit, the Entity's Workers are informed on Human and Labour Rights during the onboarding process. All Workers receive documented training on fundamental documents such as the Entity's Code of Conduct and the Corporate Social Responsibility Policy.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented an Occupational Health and Safety (OH&S) Management System which is ISO 45001:2018 Certified. The Entity has implemented and communicated its Quality, Environmental, Health & Safety and Hygiene Management Policy. The Policy is publicly available at: https://www.moraviacans.cz/wp-content/uploads/2025/05/Policy-QHSE_BRCGS_ENG.pdf
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has defined and is monitoring OH&S related leading and lagging performance indicators. Indicators including the Lost Time Incident Frequency Rate (LTIFR) Total Recorded Cases Frequency Rate (TRCFR) and Number of 'near misses' have been made publicly available in the Entity's Environmental Report, page 11, accessible at: https://www.moraviacans.cz/wp-content/uploads/2025/07/MORAVIA-CANS-a.s.-Environmental-Report-2024.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity has implemented a joint Health and Safety committee through which Workers can raise, discuss and participate in the resolution of OH&S issues with management. Agendas and meeting minutes were made readily available during the Audit.

ASI LIMITATION OF LIABILITY DISCLAIMER

Organisations that make ASI-related claims are each responsible for their own compliance with Applicable Law, including laws and regulations related to labelling, advertisement, and consumer protection, and competition or antitrust laws, at all times. ASI does not accept liability for any violations of Applicable Law or any infringement of third-party rights (each a Breach) by other organisations, even where such Breach arises in relation to, or in reliance upon, any ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI. ASI gives no undertaking, representation or warranty that compliance with an ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI will result in compliance with any Applicable law, or will avoid any Breach from occurring.

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	21 November 2025	Initial Certification Audit – Full Certification