

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Schüco International KG

CERTIFICATE NUMBER

49

ASI STANDARD

PERFORMANCE
STANDARD
(V3.1 2023)

CERTIFICATION LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM

DQS CFS

DATE OF ISSUE

2 OCTOBER 2025

DATE OF EXPIRY

1 OCTOBER 2028

CERTIFIED SINCE

2 OCTOBER 2019

AUTHORISED BY

A stylized, handwritten signature in black ink, likely representing the Aluminium Stewardship Initiative Ltd.

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

*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Schüco International KG with
headquarters in Bielefeld
(Germany) and the subsidiaries
Schüco Wertingen (Germany) and
Schüco Italia in Padova (Italy).
Design, development, sale and
distribution of Aluminium systems
and object solutions for the
building envelope.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	OTTO FUCHS KG & Schüco International KG
ENTITY NAME	Schüco International KG
CERTIFICATION SCOPE	Schüco International KG with headquarters in Bielefeld (Germany) and the subsidiaries Schüco Wertingen (Germany) and Schüco Italia in Padova (Italy). Design, development, sale and distribution of Aluminium systems and object solutions for the building envelope.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Other Manufacturing or sale of products containing Aluminium
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit (8 – 9 September 2019)Re-Certification Audit and Scope Change (22 – 24 August 2022)Surveillance Audit (13 – 14 May 2024)Re-Certification Audit and Scope Change (25, 26 and 29 September 2025)
AUDIT FIRM	DQS CFS
AUDIT DATE	<ul style="list-style-type: none">8 – 9 September 2019 (Initial Certification Audit)22 – 24 August 2022 (Re-Certification Audit and Scope Change)13 – 14 May 2024 (Surveillance Audit)25, 26 and 29 September 2025 (Re-Certification Audit and Scope Change)
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">5 September 2019 (Initial Certification Audit)14 March 2023 (Re-Certification Audit and Scope Change)12 September 2025 (Surveillance Audit)2 October 2025 (Re-Certification Audit and Scope Change)
AUDIT SCOPE	<p><u>Initial Certification Audit (8 – 9 September 2019)</u></p> <p>Schüco International KG with headquarters in Bielefeld and the subsidiaries Schüco KG Wertingen/Germany, Schüco S.C.S Le Perray-en-Yvelines/France, Schüco srl Padova/Italy and Schüco Ltd. Milton Keynes/UK.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Other manufacturing or sale of products containing Aluminium <p>Relevant criteria from the ASI Performance Standard were included in the Audit Scope.</p> <p><u>Re-Certification Audit and Scope Change (22 – 24 August 2022)</u></p> <p>The Audit Scope covers Schüco International KG with headquarters in Bielefeld and the subsidiaries Schüco KG Wertingen/Germany, Schüco S.C.S Le Perray-en-Yvelines/France, Schüco srl Padova/Italy and Schüco Ltd. Milton Keynes/UK.</p>

Supply chain activities included in the Audit Scope:

- Material Conversion – Principles 1 to 4 (transition)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Surveillance Audit (13 – 14 May 2024)

The Audit Scope covers Schüco International KG with headquarters in Bielefeld and the subsidiaries Schüco KG Wertingen (Germany) and Schüco srl Padova (Italy).

Supply chain activities included in the Audit Scope:

- Material Conversion – Principles 1 to 4 (transition)

All applicable criteria in the ASI Performance Standard were included in the Audit Scope.

Re-Certification Audit and Scope Change (25, 26 and 29 September 2025)

The Audit Scope covers Schüco International KG with headquarters in Bielefeld (Germany) and the subsidiaries Schüco KG Wertingen (Germany) and Schüco srl Padova (Italy).

Supply chain activities included in the Audit Scope:

- 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

2 October 2025 – 1 October 2028

NEXT AUDIT TYPE

Surveillance Audit

NEXT AUDIT DATE

1 April 2027

CERTIFICATE NUMBER

49



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

Schüco International KG (the ‘Entity’) is a part of the Schüco Group and in turn part of the Otto Fuchs Group, is a system provider for windows, doors, facades and other building products. The Schüco Group was founded in 1951 in Bielefeld, Germany and currently employs approximately 6,330 persons worldwide with an international presence in more than eighty countries. The Schüco Group divides its activities into metal construction (Aluminium and steel) and plastics. The Entity, Schüco International KG, has sites in Germany and Italy, and employs approximately 2,400 Workers. The Entity’s Certified Facilities are involved in the warehousing, distribution and sale of Aluminium systems that are purchased from suppliers.

The Schüco Group in Germany also operates showrooms in Berlin, Bielefeld, Düsseldorf, Frankfurt am Main, Hamburg, Weißenfels near Leipzig and Wertingen near Munich (outside of this Certification Scope). The Schüco Group is represented in 47 countries worldwide. Schüco products are available in over 80 countries.

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	Medium	Medium	MEDIUM
RISKS	Medium	Medium	Medium	MEDIUM
PERFORMANCE	Medium	Medium	Medium	MEDIUM
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has developed and implemented Policies, systems, procedures and processes that conform to ASI Performance Standard's legal Compliance requirements. The Entity has systems in place to maintain adequate awareness of and to ensure Compliance with Applicable Law. This was confirmed by document review and interviews.
1.2 Anti-Corruption	Conformance	<p>The Entity demonstrates that it works against Corruption in all its forms. It has established anti-Corruption measures including Policies, training, Due Diligence checks and a 'whistleblowing line', endorsed by senior management.</p> <p>The Entity's Code of Conduct is available at: https://www.schueco.com/de-en/company/about-schueco/compliance</p> <p>The Entity's Supplier Code of Conduct is available at: https://www.schueco.com/resource/blob/3632030/967c8d636528df5c20b3e5b32c91e30a/Supplier_Code_of_Conduct.pdf?domain=de-en</p> <p>The Entity's employees participate in web-based training related to anti-Bribery and Corruption laws and regulations as well as improper payments compliance.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented a Code of Conduct including principles relevant to Environmental, Social and Governance (ESG) performance. The Code is supported by the Entity's Policy statement on respect for Human Rights and environmental standards. Both documents are available at: https://www.schueco.com/resource/blob/4956312/273befec82d68c45a67c6048b1e8601b/Code_of_Conduct_EN.pdf</p> <p>The Entity's Supplier Code of Conduct is available at: https://www.schueco.com/resource/blob/3632030/967c8d636528df5c20b3e5b32c91e30a/Supplier_Code_of_Conduct.pdf?domain=de-en</p> <p>The Entity has implemented a regular training program for employees that address these documents.</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has implemented a set of Policies and supplemental documents (Code of Conduct, Supplier Code, guideline for supply chain Due Diligence and various process descriptions) which address Environmental, Social and Governance (ESG) practices included in the ASI Performance Standard. The Entity has made relevant documents publicly available at: https://www.schueco.com/de-en/company/about-schueco/corporate-values</p> <p>The Entity also communicates Policy statements internally.</p>
2.2a-c Leadership	Conformance	<p>The Entity has appointed a senior Management Representative to lead the implementation and communication of the Policies related to the ASI Performance Standard.</p> <p>The Entity demonstrates endorsement and support from senior management in order to provide sufficient resources for regular</p>

CRITERION	RATING	COMMENT
		review of Policies, and to establish, implement, maintain and improve the Entity's Management System in order to implement ASI Performance Standard requirements.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented and maintains an Environmental Management System. It holds valid ISO 14001 certificates, certified by accredited certification bodies for its Bielefeld and Padova Facilities. The Wertingen Facility's management system is aligned to ISO 14001, however is not currently certified.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has developed and implemented several Policies, systems, procedures and processes that conform to the Social Management System requirements. The Entity is committed to respecting Human Rights and Labour Rights, and its Declaration of Principles on Respect for Human Rights and Environmental Standards is available at: https://www.schueco.com/resource/blob/3630750/fde56726c15c526f000e47d1e884fd2/230201_Grundsatzerklaerung_de.pdf
2.4a-e Responsible Sourcing	Conformance	The Schüco Group Supplier Code of Conduct establishes the Entity's requirements regarding responsible procurement, covering ESG issues consistent with the principles in the ASI Performance Standard. The Code has been distributed to all relevant suppliers whom must confirm adherence to the Code. The Supplier Code of Conduct and other relevant documents are publicly available at: https://www.schueco.com/resource/blob/3632030/967c8d636528df5c20b3e5b32c91e30a/Supplier_Code_of_Conduct.pdf and https://www.schueco.com/com/sustainability/governance/company-policies-and-corporate-culture-
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes to the existing Facilities and premises in Bielefeld, Wertingen or Padova have taken place within the last three years.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes to the existing Facilities and premises in Bielefeld, Wertingen or Padova have taken place within the last three years.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented site-specific Emergency Response Plans. Emergency drills are conducted annually. The Emergency Response Plans are available internally and have been communicated to relevant Stakeholders including relevant authorities and local fire brigade.
2.8a-d Suspended Operations	Conformance	The Entity has implemented a risk identification and management process which addresses factors outside its control including business resilience planning. Responsibilities have been defined for the Entity's Group Management Board and Risk Management Committee.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Due Diligence process that addresses potential ESG impacts relating to merger and acquisition projects. The Entity has not had any current merger or acquisition events that have had a Material ESG impact.

CRITERION	RATING	COMMENT
2.10a-b Closure, Decommissioning and Divestment	Minor Non-Conformance	Whilst the Entity has no current plans for any decommissioning, closure or divestment, it currently does not have detailed plans for the management of closure, decommissioning or divestment situations in case these arise in future.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	<p>The Entity has published its Sustainability Report for the 2023/2024 reporting period, accessible at: https://www.schueco.com/com/sustainability</p> <p>The Sustainability Report describes includes all relevant ESG programs and Material ESG impacts.</p>
3.2 Non-compliance and Liabilities	Conformance	The Entity discloses any non-compliances and liabilities in the Sustainability Report. The 2023/2024 Sustainability Report is accessible at: https://www.schueco.com/com/sustainability
3.3a-c Payments to Governments	Conformance	<p>The Entity does not make any donations to political parties. The Entity discloses its approach to payments to Governments in the Sustainability Report, accessible at: https://www.schueco.com/com/sustainability</p> <p>Further information on the Entity's policies regarding payments to Governments is accessible at: https://www.schueco.com/com/sustainability/governance/anti-corruption-and-bribery-</p>
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	<p>The Entity has implemented a Grievance Mechanism that is open to Stakeholders and provides an anonymous reporting channel via a 'lawyer of trust'. The Mechanism is described and is accessible at: https://report-tvh.com/report?area=323e3198-77f8-41fd-bc3e-d0f7317276ba&form=b9114b27-24ec-4bc7-b9b5-ee083eac7393</p> <p>All employees have been informed of the Mechanism via information letters, process diagrams and 'Frequently Asked Questions (FAQs)'.</p>
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has evaluated life cycle impacts of its major Product lines for which Aluminium is used in accordance with EN 15804 Environmental Product Declarations (EPD). The software implemented allows EPDs to be generated for all Products. The EPDs are managed by the 'Institut für Bauen und Umwelt' (IBU) Program. An EPD is disclosed at: https://ibudata.lca-data.com/datasetdetail/process.xhtml?uuid=76045543-d6d4-4549-8a84-dc2a7a2e2acd&version=00.03.000&lang=en
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has evaluated life cycle impacts of its major Product lines for which Aluminium is used in accordance with EN 15804 Environmental Product Declarations (EPD). The software used allows for EPDs to be generated for all Products. The EPDs are managed by the 'Institut für Bauen und Umwelt' (IBU) Program. An EPD is disclosed at: https://ibudata.lca-data.com/datasetdetail/process.xhtml?uuid=76045543-d6d4-4549-8a84-dc2a7a2e2acd&version=00.03.000&lang=en

CRITERION	RATING	COMMENT
4.2 Product Design	Conformance	<p>The Entity is engaged in the design of Products containing Aluminium and has integrated clear objectives in the design and development process for Products or components to enhance sustainability, including the environmental life cycle impacts of the end Product. Several of the Entity's products have obtained certification to the 'Cradle to Cradle' Standard. Further information on sustainable design is available at:</p> <p>https://www.schueco.com/com/sustainability/transparency/certified-sustainability</p>
4.3a-b Aluminium Process Scrap	Conformance	<p>The Entity produces Aluminium waste when cutting Aluminium profiles. However, this Scrap comprises of chips and profile remnants, and therefore the Aluminium waste is inseparable from plastic. Recycling is implemented through external partners.</p>
4.4a-c Collection and Recycling of Products at End of Life – Material Conversion and other Manufacturing	Conformance	<p>The Entity has implemented a Recycling Strategy that supports voluntary 'take-back' systems. In Germany, the Entity's long-term recycling partner is Aluminium Umweltgerechte Wiederverwertung Fenster- und Fassadenbau (A.U.F.). (www.a-u-f.com/).</p> <p>The Entity has commenced a cooperative partnership with a Third Party for purchasing Aluminium Scrap from its partners, known as 'Re:Core Metals GmbH'.</p>
4.4d Collection and Recycling of Products at End of Life	Conformance	<p>As a member of the European Aluminium Association (EA), the Entity supports initiatives based on the 'EA Road Map 2025' which emphasises the fostering of recycling and the establishing of 'closed loop' recycling systems. The EA supports accurate measurement and efforts to increase recycling rates in all respective markets. The EA initiated a project in 2019 to study the feasibility of establishing recycling infrastructure for Aluminium construction profiles and facades in the United Kingdom (UK), Belgium, France and Italy.</p> <p>The collection of 'End of Life' Aluminium in Germany is conducted by the Entity's disposal partner Aluminium Umweltgerechte Wiederverwertung Fenster und Fassadenbau (A.U.F.).</p>
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>The Entity's Greenhouse Gas (GHG) emissions data and energy consumption are accounted for, reviewed transparently and are available at:</p> <p>https://www.schueco.com/com/sustainability/environment/climate-and-energy</p> <p>The Entity's GHG emissions data are however not independently verified.</p>
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>

CRITERION	RATING	COMMENT
5.3a GHG Emissions Reduction Plans	Minor Non-Conformance	<p>The Entity has implemented a GHG Emissions Reduction Plan and established targets consistent with a 1.5°C warming scenario. The GHG Emissions Reduction Plan applies to the Entity's total emissions, inclusive of Scope 1, 2 and 3 emissions. The Plan is reviewed annually, and all Material changes have been considered. The GHG Emissions Reduction Plan is accessible at: https://www.schueco.com/com/sustainability/environment/climate-and-energy</p> <p>The GHG Emissions Reduction Plan was not however verified against the ASI endorsed methodology. In addition, the intermediate targets established in the Plan are greater than five years from the baseline year.</p>
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	<p>The Entity has implemented a GHG Emissions Reduction Plan and established targets consistent with a 1.5°C warming scenario. The GHG Emissions Reduction Plan applies to the Entity's total emissions, inclusive of Scope 1, 2 and 3 emissions. The Plan is reviewed annually, and all Material changes have been considered. The GHG Emissions Reduction Plan is accessible at: https://www.schueco.com/com/sustainability/environment/climate-and-energy</p> <p>The GHG Emissions Reduction Plan was not however verified against the ASI endorsed methodology. In addition, the intermediate targets established in the Plan are greater than five years from the baseline year.</p>
5.4 GHG Emissions Management	Conformance	<p>The Entity has implemented a Management System relevant to the control and monitoring of GHG emissions. The Entity has established internal documentation that supports this Management System.</p>
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	<p>The Entity's activities do not cause Material Emissions to Air, other than CO₂ equivalent emissions which are reported in the Sustainability Report.</p>
6.2a-g Discharges to Water	Conformance	<p>The Entity's only Discharges to Water include rainfall runoff and sanitary water. Wastewater is discharged into the public sewer network and to the local river. Wastewater is regularly tested and a Water Protection Officer has been appointed. The Entity's Discharges to Water are not considered Material and are not disclosed.</p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity has assessed that Spills or Leakages may occur at the petrol station and during loading of material such as oil and fuel. The petrol station is monitored accordingly. Binding agents are available for responding to any Spills or Leakages. The risk of Spills and Leakages is considered low.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The Entity has implemented a reporting system for Spills and Leakages. If there are significant Spills or Leakages, for example of diesel or oil from the vehicles, the reporting system is adhered to, and all affected parties are informed. Immediate measures are taken where required. The risk of Spills and Leakages is considered low.</p>

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Minor Non-Conformance	The Entity documents and records its Waste production. Waste data is available for all sites in the Certification Scope, as is confirmation of the disposal method for Waste. The Entity however has not disclosed volumes of Waste. Additionally, no Waste reduction measures have been implemented.
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Minor Non-Conformance	The Entity maintains an overview of water utilisation by source. Fresh water is used for sanitary facilities only. Wastewater is primarily generated by sanitary facilities. The Entity has assessed that its risks related to water are low. The Entity however has not published water-related data.
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity as the risks related to water have been assessed as low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	An assessment of Ecosystem Services and Biodiversity was conducted by an independent non-governmental organisation. No relevant risks were identified in the assessment.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as no risks relevant to Biodiversity or Ecosystem Services have been identified.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity as no risks relevant to Biodiversity or Ecosystem Services have been identified.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as no risks relevant to Biodiversity or Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Entity has implemented processes to track and monitor all dispatch packaging including wood pallets. Pallets are fumigated where necessary to prevent the introduction of Alien Species. The Entity complies with relevant Applicable Law and regulations.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	There are no World Heritage Sites present at the locations in which the Entity operates.
8.6a-d Protected Areas	Conformance	The Entity has assessed for the presence of Protected Areas and has confirmed that none are present within its facilities Areas of Influence.

CRITERION	RATING	COMMENT
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 disclosed its fundamental commitment to International Human Rights in its Declaration of Principles at: https://www.schueco.com/com/sustainability/transparency/principle-s-</p> <p>The Entity has made a further additional commitment in its Code of Conduct at: https://www.schueco.com/de-en/company/about-schueco/compliance</p> <p>The Entity has implemented a gender-responsive Human Rights Due Diligence process is in place and stakeholders are included. The Entity meets the requirements of the UN Guiding Principles on Business and Human Rights.</p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>The Entity is committed to upholding the principles of its Diversity Charter. The Diversity Charter is a voluntary corporate initiative to promote diversity in companies and ensure an inclusive working environment. The objectives of the Charter aim to create a working environment that is free from prejudice and in which all employees are valued – regardless of gender, nationality, ethnic origin, religion or belief, disability, age, sexual orientation and identity. Information on the Diversity Charter and the performance of the Entity's gender equity and women's empowerment programs is accessible at: https://www.schueco.com/com/sustainability/social/diversity-and-inclusion</p> <p>The Entity organised a 'Diversity Week' in July 2025, with activities published on the Entity's intranet. The Entity organises an ANNA+Cie program for women, which has been operational since 2012. The ANNA+Cie program supports women to enter and succeed in management positions. The aim of this program is to expand the business network and strengthen management skills.</p> <p>The Entity discloses the performance of its gender equity and women's empowerment programs in its Sustainability Report accessible at: https://www.schueco.com/com/sustainability</p>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples are present or affected by the Entity's activities.
9.4a Free, Prior, and Informed Consent (FPIC) – New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples are present or affected by the Entity's activities.
9.4b Free, Prior, and Informed Consent (FPIC) – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
9.4c Free, Prior, and Informed Consent (FPIC) – Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples are present or affected by the Entity's activities.
9.5a Cultural and Sacred Heritage – Identification	Conformance	No Cultural and Sacred Heritage are affected by the Entity's operations.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as Cultural and Sacred Heritage are affected by the Entity's activities.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity as no Displacement occurs.
9.7a-h Affected Populations and Organisations	Not Applicable	This Criterion is not applicable to the Entity as there are no Affected Populations or Organisations identified within the Entity's Area of Influence.
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	<p>The Entity has implemented its Supplier Code of Conduct that explicitly addresses risks around Conflict-Affected and High-Risk Areas (CAHRAs) for Aluminium suppliers, accessible at: https://www.schueco.com/resource/blob/3632030/967c8d636528df5c20b3e5b32c91e30a/Supplier_Code_of_Conduct.pdf?domain=de-en</p> <p>The Entity's Code of Conduct for Suppliers has been signed by all its supplying pressing plants. The Entity has assessed for risks in its supply chain. As part of the Entity's Compliance with the Supply Chain Due Diligence Act (LkSG), an updated Code of Conduct has been signed by over 100 suppliers with Due Diligence risks identified.</p>
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Entity conducts a risk analysis that assesses the various risks along the supply chain.
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Conformance	The Entity has established a strategy to respond to any significant risks, when identified in its supply chain. To date, no significant risks ('red flags') have been identified.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	An audit of the Entity's Due Diligence processes is conducted annually. The Entity's Due Diligence practices audited during this ASI Audit also meet the requirement for this Criterion.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	<p>The Entity prepares an Annual Report on its supply chain Due Diligence within the framework of the Supply Chain Due Diligence Act (LkSG). The Report is accessible at: https://www.schueco.com/resource/blob/4956318/b89db3ee62c4cbd33d277deac1d02b48/bafa_bericht_en.pdf?domain=de-en</p>
9.9 Security practice	Conformance	The Entity engages contracted security companies, and service contracts are implemented at the relevant locations. Security service providers have signed the Entity's Code of Conduct for Suppliers, and security staff are aware of, and adhere to the Code of Conduct.

10. LABOUR RIGHTS

CRITERION	RATING	COMMENT
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity has established a Works Council that represents the rights of the Entity's employees. The Works Council is freely elected. The Entity makes no restrictions on the Freedom of Association and Right to Collective Bargaining. Communication between Workers and management is open and accessible at all times.
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 it operates in countries that do not restrict the Freedom of Association and Right to Collective Bargaining.
10.2a-c Child Labour	Conformance	Employment contracts are in place to ensure no Child Labour is used. During recruitment, documents including identity cards are checked to ensure that the minimum age is observed. For trainees under the age of 18, the Entity implements special contracts that prevent Overtime or hazardous work
10.3a-c Forced Labour	Conformance	Forced Labour is prohibited in Germany and Italy, and the Entity complies with Applicable Law. The Entity has disclosed its Anti-Slavery and Human Trafficking Statement, accessible at: https://www.schueco.com/resource/blob/4956320/3bfc2e0f5d94a08afef0c345c3be576d/Modern%20Slavery%20Act%20-%20Group%20Statement%202024_final.pdf?domain=com
10.4a-c Non-Discrimination	Conformance	The Entity's recruitment process is aligned with the requirements of Applicable Law including the General Act on Equal Treatment (AGG) to ensure there is no Discrimination in the recruitment process. All vacant positions are advertised, and all employees can apply for advertised positions. Multiple processes are in place to ensure consistency and prevent Discrimination in determining salaries. Registration for training opportunities at the Entity's Academy are open to all employees.
10.5 Communication and engagement	Conformance	<p>The Entity maintains open communication with its Workers via team leaders, the Works Council and the intranet.</p> <p>The Entity holds regular meetings with the Works Councils, half-yearly works meetings and employee surveys. In the event of any concerns or complaints, there are structured and confidential points of contact such as the confidential counsellor and confidentiality office. The Code of Conduct requires the respectful interaction between all employees as a key corporate principle.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has implemented a 'Behaviour in the Workplace' regulation that explicitly stipulates a ban on Discrimination and Harassment. The regulation is published internally on the Entity's intranet. The regulation identifies Violence and Harassment in the workplace as a breach of 'industrial peace' that will lead to disciplinary action for employees engaging in such practices, which could lead to termination of employment.</p> <p>The Entity has established a 'confidentiality centre' for employees who experience Violence and Harassment. The confidentiality centre acts as an independent point of contact, that offers help to affected employees while maintaining confidentiality. Information on the confidentiality centre is communicated internally and is part of the Entity's compliance training for employees.</p>

CRITERION	RATING	COMMENT
10.7a-c Remuneration	Conformance	<p>All employees receive an employment contract upon joining the Entity that documents the terms and conditions of employment. The Entity pays well above the legal minimum wage. For the Wertingen facility, the weekly working time is 38.5 hours in accordance with the Collective Bargaining Agreement. Appropriate supplementary remuneration is provided for any Overtime worked.</p> <p>The Entity's employment contracts stipulate when salaries and wages are to be paid each month. The contracts stipulate currency and payroll information requirements.</p>
10.8a-c Working Time	Conformance	<p>The Entity complies with statutory and collectively agreed regulations on Working Time, public holidays and paid annual leave. Working days are generally Monday to Friday. The Entity has implemented regulations that prescribes daily working hours shall not exceed an average of eight hours across a period of six months. The Entity's systems ensure an automatic alert is raised if the regulations are exceeded.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>Co-determination is actively practised at the Entity. In addition to the local Works Councils, there is a General Works Council and a Group Works Council. Every employee is free to join a Trade Union.</p>

11. OCCUPATIONAL HEALTH AND SAFETY

11.1a Occupational Health and Safety (OH&S) Management System	Minor Non-Conformance	<p>The Entity's Facility in Italy has implemented an Occupational Health and Safety (OH&S) Management System certified against ISO 45001. The ISO 45001 Certificate is up to date.</p> <p>The Entity's Facilities in Germany have implemented OH&S Management Systems based on ISO 45001, although some aspects are considered basic in their implementation.</p> <p>Several aspects were identified as missing in the Entity's OH&S Management System, including emergency routes and other best practices for preventing Workplace accidents.</p>
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	<p>Several occupational safety specialists are appointed, and quarterly OH&S inspections are conducted. The OH&S Management System is continuously improved. Data on various key indicators are maintained. There is however no annual publication of the effectiveness of the OH&S Management System.</p>
11.2 Employee engagement on Health and Safety	Conformance	<p>The Entity has implemented an improvement system for preventing accidents at work. Every employee is required to provide information about improvements or to identify risks.</p>

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	2 October 2019	Initial Certification Audit – Full Certification
1	23 May 2023	Re-Certification Audit and Scope Change – Full Certification. Scope Change to apply PS V3 Material Conversion – Principles 1 to 4 (transition) from Other manufacturing or sale of products containing Aluminium.
2	16 September 2025	Surveillance Audit
3	10 December 2025	Re-Certification Audit and Scope Change. Scope change to remove Schüco France and Schüco UK (United Kingdom) Facilities from the Certification Scope. Scope change to remove supply chain activity 'Material Conversion – Principles 1 to 4 (transition)' and to add supply chain activity 'Other manufacturing or sale of products containing Aluminium'. Change in Audit Firm to DQS CFS.
