

# ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

# Alu Menziken Group

CERTIFICATE NUMBER

**522**

ASI STANDARD

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

DATE OF ISSUE

**7 JANUARY 2026**

CERTIFICATION  
LEVEL

**FULL  
CERTIFICATION**

DATE OF EXPIRY

**6 JANUARY 2029**

ASI ACCREDITED  
AUDITING FIRM

**SZI GmbH**

CERTIFIED SINCE

**7 JANUARY 2026**

## AUTHORISED BY

A stylized, handwritten signature in black ink, consisting of a large, flowing 'A' followed by a horizontal line.

Aluminium Stewardship Initiative Ltd  
ACN 606 661 125, Australia  
[info@aluminium-stewardship.org](mailto: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](http://www.aluminium-stewardship.org)**

## CERTIFICATION SCOPE

Manufacture of Aluminium  
extruded Aluminium profiles and  
tubes and processing of the semi-  
finished Aluminium products at Alu  
Menziken Euromotive GmbH  
(Austria), Alu Menziken Extrusion AG  
(Switzerland), Alu Menziken  
Extrusion AG based in Reinach  
(Switzerland) and Alu Menziken SRL  
(Romania).

# AUDIT REPORT PERFORMANCE STANDARD

## OVERVIEW

MEMBER NAME	Alu Menziken Group
ENTITY NAME	Alu Menziken Group
CERTIFICATION SCOPE	Manufacture of Aluminium extruded Aluminium profiles and tubes and processing of the semi-finished Aluminium products at Alu Menziken Euromotive GmbH (Austria), Alu Menziken Extrusion AG (Switzerland), Alu Menziken Extrusion AG based in Reinach (Switzerland) and Alu Menziken SRL (Romania).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none"><li>Material Conversion</li></ul>
ASI STANDARD	<ul style="list-style-type: none"><li>Performance Standard V3.1</li></ul>
AUDIT TYPE	<ul style="list-style-type: none"><li>Initial Certification Audit</li></ul>
AUDIT FIRM	SZI GmbH
AUDIT DATE	<ul style="list-style-type: none"><li>1 October – 7 November 2025</li></ul>
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none"><li>20 November 2025</li></ul>
AUDIT SCOPE	<p>The Audit Scope covers the manufacture of Aluminium extruded Aluminium profiles and tubes and processing of the semi-finished Aluminium products at Alu Menziken Euromotive GmbH (Austria), Alu Menziken Extrusion AG (Switzerland), Alu Menziken Extrusion AG based in Reinach (Switzerland) and Alu Menziken SRL (Romania).</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none"><li>Material Conversion</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><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.</li><li><input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.</li><li><input checked="" type="checkbox"/> 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><input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.</li></ul>

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CERTIFICATION PERIOD	7 January 2026 – 6 January 2029
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NEXT AUDIT TYPE	Surveillance Audit
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NEXT AUDIT DATE	7 July 2027
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CERTIFICATE NUMBER	522
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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.

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## ENTITY OVERVIEW

With production sites in Reinach AG and Menziken (Switzerland), Ranshofen (Austria), and Satu Mare (Romania), the Alu Menziken Group (the 'Entity') is one of the established suppliers in the European Aluminium industry. The Entity develops and manufactures high-quality profiles and components that are in demand primarily in the automotive industry, but also in other industrial applications. The range of services covers the entire value chain, from casting and extrusion to anodising and powder coating to mechanical processing, assembly, and logistics.

Alu Menziken Euromotive GmbH is located in Upper Austria. It commenced operations in 1995 and currently employs 149 people. They convert extruded profiles delivered by the Romanian and Swiss plants of Alu Menziken Group into detailed parts for the European aerospace and automotive market with an annual saleable production of 3800 tonnes. Key physical features of the site include a production plant with 16 CNC work centres, two laser hybrid welding cells, a leak test cell, a warehouse area, a packing area, and an office building.

Alu Menziken Extrusion AG is located in Aargau, Switzerland. It commenced operations in 1908 and currently employs 45 people. The facility produces extruded Aluminium profiles for use in the aerospace, industrial and medical sectors, with an annual production capacity of 600 tonnes. The site's key physical features include one production facility with integrated office space, ten CNC work centres, a packing area and a warehouse.

Alu Menziken Extrusion AG mit Sitz in Reinach is located in Aargau, Switzerland. The facility began operating in 1962 and currently employs 162 people. The facility melts Aluminium Scrap and ingots, casting aluminium billets and extruding bars, rods, tubes and profiles. It also anodises and powder-coats Aluminium profiles. Its annual production capacity is 6,782 tonnes. The site contains one facility with a small cast house for Aluminium billets, four extrusion presses for bars, rods, tubes and profiles, one anodising line, one powder coating line, a packing area and a warehouse. The building also contains offices.

Alu Menziken SRL is located Satu Mare, Romania. The facility commenced operations in 2018 and currently employs 281 people. The facility is responsible for the remelting of Aluminium Scrap and ingots, and the casting of Aluminium billets with a diameter of 5, 7, 9, 10 or 12 inches. It also extrudes Aluminium bars, rods, tubes and profiles for use in the automotive, aerospace, railway, construction, pneumatic and machine building industries. Its annual production capacity is 14,842 tonnes of extruded profiles and 14,107 tonnes of cast billets. The plant has one cast house facility with one melting furnace with an 80-tonne capacity, one holding furnace with a 35-tonne capacity and one vertical casting pit, as well as an outside billet warehouse and an outside covered scrap storage area. There is also one extrusion facility with two extrusion lines (11MN and 60MN), five heat treatment ovens, a packing area, a lab area and a warehouse with an inside truck loading bay.

## 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
<b>SYSTEMS</b>	High	Medium	Medium	MEDIUM
<b>RISKS</b>	Medium	High	High	HIGH
<b>PERFORMANCE</b>	High	High	High	HIGH
<b>OVERALL</b>	HIGH			

## FINDINGS

CRITERION	RATING	COMMENT
<b>1. BUSINESS INTEGRITY</b>		
1.1 Legal Compliance	Conformance	The Entity has implemented a legal register which identifies and tracks relevant legal requirements to ensure ongoing Compliance with Applicable Law in each Entity.
1.2 Anti-Corruption	Conformance	The Entity's Code of Conduct contains provisions for anti-Corruption requirements and is provided to Workers and suppliers. It is available at: <a href="https://www.alu-menziken.com/en/code-of-conduct/">https://www.alu-menziken.com/en/code-of-conduct/</a>
1.3a-e Code of Conduct	Conformance	The Entity's Code of Conduct is provided to Workers and suppliers and is a document that is revised by the Entity's senior management on a regular basis, or as required in the event of any Major Change. It is available at: <a href="https://www.alu-menziken.com/en/code-of-conduct/">https://www.alu-menziken.com/en/code-of-conduct/</a>
<b>2. POLICY AND MANAGEMENT</b>		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented Health, Safety and Quality (EHSQ) Policies at each of the four Facilities within the ASI Certification Scope. The Entity has senior management endorsement and support through the provision of resources and regularly reviews these Policies. The Entity has obtained IATF 16949, ISO 14001, ISO 45001 and ISO 9001 certifications.
2.2a-c Leadership	Conformance	The Entity's Environment, Social and Governance (ESG) Department has overall responsibility and authority to ensure conformance with the ASI Performance Standard.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has a documented and implemented Integrated Management System according to IATF 16949 incl. ISO 9001, ISO 14001 and ISO 45001 Standards. The integrated systems are certified by an accredited certification body. The ISO 14001 Certificates are available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/07/ISO14001_ALU-MENZIKEN_01-104-2521050_Main_EN.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/07/ISO14001_ALU-MENZIKEN_01-104-2521050_Main_EN.pdf</a> <a href="https://www.alu-menziken.com/wp-content/uploads/2020/12/AME-AT-ISO-14001-DE.pdf">https://www.alu-menziken.com/wp-content/uploads/2020/12/AME-AT-ISO-14001-DE.pdf</a> <a href="https://www.alu-menziken.com/wp-content/uploads/2020/12/AME-CH-ISO-14001-DE.pdf">https://www.alu-menziken.com/wp-content/uploads/2020/12/AME-CH-ISO-14001-DE.pdf</a>
2.3b Environmental and Social Management Systems – Social	Conformance	As part of the Entity's Integrated Management System, the Entity has implemented a social management aspect that fulfils the requirements for ISO 26000 (Social Responsibility).
2.4a-e Responsible Sourcing	Conformance	The Entity's Supplier Code of Conduct includes the Responsible Sourcing Policy which address supply chain related environmental, social and governance issues. The Supplier Code of Conduct is available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-SC-0001_Supplier_CodeofConduct_AME.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-SC-0001_Supplier_CodeofConduct_AME.pdf</a>

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes to Facilities.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes to Facilities.
2.7a-f Emergency Response Plan	Conformance	The Entity has developed and implemented and trained Emergency Response Plans at each facility. Regular training is provided, and external Stakeholders including the Local Community and relevant regulatory and emergency authorities are also engaged. Whilst the Entity's management have determined to not freely disclose these plans due to the sensitive information contained within, plans are available to Stakeholders upon request.
2.8a-d Suspended Operations	Conformance	The Entity has implemented facility-specific Business Resilience Plans with associated training provided to relevant personnel. These plans support responsible persons in case of an emergency, breakdown, fire, or accident with all necessary information and contact details.
2.9a-b Mergers and Acquisitions	Conformance	Any merger and acquisition activity executed by the parent company (Alu Menziken Group) is to be accompanied by a Due Diligence process and supported by external specialists to adequately assess environmental, social and governance issues and risks, and implement appropriate mitigation measures.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity systematically reviews environmental, social, and governance issues as part of its business planning process. Closure, decommissioning and divestment are not managed on a local level but by the parent company (Alu Menziken Group).
<b>3. TRANSPARENCY</b>		
3.1a-b Sustainability Reporting	Conformance	As part of the Alu Menziken Group, the Entity has publicly disclosed its governance approach and its Material environmental, social and economic impacts in the Alu Menziken Group 2024 Sustainability Statement, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a>
3.2 Non-compliance and Liabilities	Conformance	Entity-specific information on significant fines, judgements, penalties and non-monetary sanctions is published by the relevant District Government. Public access to these data is available via the EU Directive 2003/4/EC executed as the <i>Environmental Information Act</i> (UIG).
3.3a-c Payments to Governments	Conformance	The Entity complies with strict local legislation and has implemented Policies and procedures regarding payments to Governments. To prevent Corruption, detailed behavioural expectations are described in the Entity's Code of Conduct. Payments to Governments, other than relevant taxes are not permitted, and every employee is trained on the Code of Conduct annually.
3.4a-f Stakeholder Complaints, Grievances	Conformance	The Entity has implemented a process for managing complaints. A whistleblowing hotline has been established, and complaints can be

CRITERION	RATING	COMMENT
and Requests for Information		submitted online at any time via: <a href="https://app.whistle-report.com/report/1e8ab743-9ec3-4308-b5f2-22db8164195f">https://app.whistle-report.com/report/1e8ab743-9ec3-4308-b5f2-22db8164195f</a>
<b>4. MATERIAL STEWARDSHIP</b>		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has evaluated the life cycle impacts of its major product lines for which Aluminium is used by preparing a Life Cycle Assessment (LCA). Environmental Product Declarations (EPD) for major projects are also prepared. The Alu Menziken Group is a member of Aluminium Deutschland where applicable EPDs are made available to its Members.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	<p>Upon customer request, the Entity provides adequate 'cradle-to-gate' Life Cycle Assessment (LCA) information according to ISO 14025 and EN 15804 on its products. Environmental Product Declarations (EPDs) are being finalised and will be published soon.</p> <p>LCA information and its underlying assumptions, including system boundaries are included in the Environmental Product Declarations (EPDs), which are under the supervision of the program holder. EPDs for typical products are available. Refer to: <a href="https://ibu-epd.com/en/published-epds">https://ibu-epd.com/en/published-epds</a></p>
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity, they do not conduct any design development activities, with all design and material composition owned and determined by the customer. The Entity produces the profiles according to customer specifications.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has implemented effective Aluminium Scrap management, where 100 percent of Aluminium Process Scrap is recycled. The Entity has implemented a 'closed-loop' production. Aluminium alloys and grades are recorded separately and recycled according to type. Scrap is collected across all of the Entity's Facilities and is recycled in its Mediesu Aurit (Romania) plant.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity has developed and implemented an Aluminium Recycling Strategy, which includes established goals. The strategy is available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0011_Schrottdirektive-Scrap-Directive-Directiva-Rebut.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0011_Schrottdirektive-Scrap-Directive-Directiva-Rebut.pdf</a>
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity's Aluminium Recycling Strategy requires the ongoing use of internal Scrap and buying external Scrap from across the European region.
<b>5. GREENHOUSE GAS EMISSIONS</b>		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	<p>Detailed Greenhouse Gases (GHG) emissions data are available in the 2024 Sustainability Statement, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p> <p>GHG emissions data have been independently verified.</p> <p>Scope 3 emissions, however, have not been fully disclosed.</p>
5.2a Aluminium Smelter GHG Emissions Intensity -	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
Started production after 2020		
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	Minor Non-Conformance	<p>The Alu Menziken Group has outlined and established initiatives and activities within each level to achieve the 2050 goal of carbon neutrality in its Decarbonisation Strategy. Activities to reduce GHG emissions have been identified and planned for several years. Results are tracked and disclosed in the annual Sustainability Statement.</p> <p>The GHG Emissions Reduction Pathway as developed in accordance with the ASI Calculation Tool is publicly disclosed at:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0007_ASI_Decarbonisation_Pathway_AluMenziken.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0007_ASI_Decarbonisation_Pathway_AluMenziken.pdf</a></p> <p>As the Entity's Scope 3 emissions profile is currently incomplete, it is likely that the developed GHG Emissions Pathway is inaccurate and must be updated when all Scope 3 data are validated and confirmed.</p>
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	<p>The Alu Menziken Group has outlined and established initiatives and activities within each level to achieve the 2050 goal of carbon neutrality in its Decarbonisation Strategy. Activities to reduce GHG emissions have been identified and planned for several years. Results are tracked and disclosed in the annual Sustainability Statement.</p> <p>The GHG Emissions Reduction Pathway as developed in accordance with the ASI Calculation Tool is publicly disclosed at:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0007_ASI_Decarbonisation_Pathway_AluMenziken.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0007_ASI_Decarbonisation_Pathway_AluMenziken.pdf</a></p> <p>Also refer to the 2024 Sustainability Statement:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p>
5.4 GHG Emissions Management	Conformance	The Entity has developed a GHG emissions management system that is broadly based on the ISO 50001 standard. This system includes energy-specific projects to reduce energy consumption which are ongoing and the effects of associated GHG emissions reductions are calculated.
<b>6. EMISSIONS, EFFLUENTS AND WASTE</b>		
6.1a-f Emissions to Air	Conformance	<p>The Entity's Emissions to Air are under strict control at all Facilities, in accordance with local regulations and permits. Emissions limits are being achieved. Emissions are monitored, controlled and reduced consistently and projects to reduce emissions are implemented and tracked at the facility level.</p> <p>Related data are disclosed via the 2024 Sustainability Statement:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p>
6.2a-g Discharges to Water	Conformance	Discharges to Water that may have adverse effects on humans, and the environment and contamination of water must be reported to the authority in accordance with the Water Resources Act and permits



CRITERION	RATING	COMMENT
		<p>without delay. Routine water checks are undertaken. All discharges with potential adverse effects are regulated under National Law and in accordance with the operational permit of each plant. Any material Discharges to Water in the future will be disclosed in the 2024 Sustainability Statement:</p> <p><a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p>
6.3a-g Assessment and Management of Spills and Leakages	Conformance	<p>The Entity has performed risk assessments and implemented measures to prevent and detect contamination of air, water and soil. Additionally, regular internal audits are conducted to verify effectiveness and adherence to defined actions. Emergency procedures for major risk areas have been introduced. The Alu Menziken Group has also performed risk assessments and implemented prevention measures for Material Leakages. Material Spills are reported to relevant authorities as required.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The reporting of Spills is regulated and tested with the Entity subject to regular visits by local Government. There have been no reportable Spills or leakages inside or outside the Entity's facilities.</p>
6.5a-c Waste Management and Reporting	Conformance	<p>The Alu Menziken Group has implemented a Group-wide Waste management strategy in accordance with the Waste Mitigation Hierarchy. Waste management goals are achieved, and a reduction of the Waste streams has been identified at the Entity.</p> <p>The quantity of Hazardous and Non-Hazardous Waste generated by the facilities and associated waste disposal methods are disclosed in the 2024 Sustainability Statement at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p>
6.6a-g Bauxite Residue	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.7a-f Spent Pot Lining (SPL)	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
6.8a-d Dross	Not Applicable	<p>This Criterion is not applicable to the Entity's Certification Scope.</p>
<b>7. WATER STEWARDSHIP</b>		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity's Facilities monitor their water usage according to local regulations. An overview of water inputs, the various consumption levels and the different wastewater flows are described and regularly reviewed. Each site has assessed its water-related risks and implemented prevention measures accordingly throughout its Area of Influence. There are no Material water-related risks identified. Water use by source and type are disclosed via the 2024 Sustainability Statement: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a></p>
7.2a-e Water Management	Not Applicable	<p>This Criterion is not applicable to the Entity, as it has identified water-related risks as low.</p>
<b>8. BIODIVERSITY AND ECOSYSTEM SERVICES</b>		

CRITERION	RATING	COMMENT
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has conducted an environmental risk assessment including an assessment of biodiversity impacts which covers the entire Entity's Area of Influence for each facility within the Certification Scope. No risks are identified.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as it has determined that the risk to and impacts on Biodiversity and Ecosystem Services are low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as it has determined that the risk to and impacts on Biodiversity and Ecosystem Services are low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified in its Area of Influence.
8.4 Alien Species	Conformance	The Entity has implemented actions to prevent the introduction of Alien Species. Packaging materials used for export materials (e.g., wooden pallets) are thermally treated (IPCC treatment) to eliminate the risk of Alien Species introduction to other regions.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Alu Menziken Group, including the Entity does not operate nor intends to operate in World Heritage Properties.
8.6a-d Protected Areas	Conformance	The Entity has identified there are no Protected Areas within the Area of Influence.
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.
<b>9. HUMAN RIGHTS</b>		
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity as part of the Alu Menziken Group has implemented a Code of Conduct and several Gender-Responsive Policies with a commitment to respect Human Rights. As part of a risk assessment, the requirements of Human Rights within the Area of Influence of the Entity were examined. The Facilities have not identified any issues that have caused or contributed to adverse Human Rights impacts.</p> <p>Human Rights commitments and obligations are included in the People Policy, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0003_DE_EN-RO_Personalpolitik-People-Policy-Politica-Oamenilor.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0003_DE_EN-RO_Personalpolitik-People-Policy-Politica-Oamenilor.pdf</a></p>
9.2a-e Gender Equity and Women's Empowerment	Conformance	<p>Women's rights are respected at all times across all the Entity's Facilities and a commitment is included in the People Policy, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0003_DE_EN-RO_Personalpolitik-People-Policy-Politica-Oamenilor.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0003_DE_EN-RO_Personalpolitik-People-Policy-Politica-Oamenilor.pdf</a></p>

CRITERION	RATING	COMMENT
		All gender empowerment-related initiatives, data and results are available in the 2024 Sustainability Statement: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a>
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, as the Entity has confirmed that there are no Cultural and Sacred Heritage within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable to the Entity, as there are no Cultural and Sacred Heritage within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as no New Projects or Major Changes have occurred since joining ASI.
9.7a-h Affected Populations and Organisations	Conformance	The Entity does not claim any resources that could lead to a lack of resources in the areas which it operates and among local populations. The Entity has completed evaluations of the interested parties (Stakeholder mapping) at each of its site. No Material impacts to Populations and Organisations have been identified.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity has implemented strict procedures to ensure it does not contribute in any way to Human Rights abuses in Conflict-Affected and High-Risk Areas (CAHRAs). It has introduced Management Systems that are audited annually by an external certification body, as well as undertaking internal audits. The Entity's suppliers must accept the Supplier Code of Conduct and confirm that it complies with the rules as prescribed. Through the Supplier Code of Conduct, the Entity undertakes supplier audits or inspections, and requests self-assessments to ensure supplier compliance.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity monitors its suppliers through different issue areas as outlined in the Supplier Code of Conduct. These are rated and assigned one total risk number. The calculated risk number informs the Entity whether it must mitigate actions or otherwise. Suppliers can be blocked if necessary.

CRITERION	RATING	COMMENT
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Conformance	The Supplier Code of Conduct enables the Entity to conduct audits or inspections. Self-assessments to ensure supplier compliance are also mandated. The Entity monitors its suppliers via an annual supplier evaluation. This allows risks to be recognised at an early stage, allowing the Entity to react on an ‘as needs’ basis.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity’s Due Diligence practices were included in this ASI Performance Standard Certification Audit, which addresses this requirement.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The Entity has included a summary of its supply chain assessment in its 2024 Sustainability Statement, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a>
9.9 Security practice	Conformance	The Entity performs most security functions however they also contract an external security provider for gate control and plant security. The Entity does not employ armed security forces and has implemented security practices that respect Human Rights.
<b>10. LABOUR RIGHTS</b>		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects the local regulations on Workers’ rights and has implemented the collective agreement. Most Workers have joined a Trade Union and there is an elected Workers’ Council. No infringement on Freedom of Association and the Right to Collective Bargaining has ever been reported.
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 there is no legal restriction on the Right of Freedom of Association and Collective Bargaining in the countries in which it operates.
10.2a Child Labour	Conformance	The Entity has established a People Policy that refers to their support and respect for internationally recognised labour rights and is strongly opposed to Human Trafficking and Child Labour. The Entity is against all commercial exploitation, as well as any kind of work that is hazardous or that could affect a child’s education, health or personal welfare. No cases of Child Labour were noted during the Audit.
10.3a-c Forced Labour	Conformance	<p>The Entity neither engages in, nor supports the use of Forced Labour and follows the hiring process and operations according to ILO conventions. The Entity does not engage in, nor supports Human Trafficking either directly or through any employment or recruitment agencies, as confirmed by interviews and document review.</p> <p>A ‘stand-alone’ annual statement on what the Entity has implemented to identify, prevent and address Modern Slavery and human trafficking is available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0008_Modern-Slavery-Act-Statement.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/10/D-GRP-MNG-0008_Modern-Slavery-Act-Statement.pdf</a></p>
10.4a-c Non-Discrimination	Conformance	The Entity has established Policies and internal standards that ensure equal opportunity and prohibit any form of Discrimination in the recruitment process, salary, promotion, training, advancement opportunities, or termination of any Worker. Discrimination on the basis

CRITERION	RATING	COMMENT
		<p>of 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 is strictly prohibited.</p> <p>The Entity's Non-Discrimination Policy is available at:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0010_DE-EN-RO_Anti-Harassment-and-Discrimination.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0010_DE-EN-RO_Anti-Harassment-and-Discrimination.pdf</a></p>
10.5 Communication and engagement	Conformance	<p>The Entity has established a Code of Conduct, as well as several independent procedures for resolving complaints. It has been verified through interviews and document review undertaken during the Audit that the Entity ensures open channels of communication and engages directly with Workers and their representatives to address workplace and compensation issues without fear of retaliation, intimidation, or Harassment.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has developed standards in collaboration with the employees that set out clear rules where the Entity neither engages in, nor tolerates the use of corporal punishment, mental or physical coercion, Harassment, and gender-based Violence including sexual Harassment, or verbal abuse of Workers. This was confirmed during the Audit through interviews with the Workers' Council and document review.</p> <p>The Entity's Anti-Harassment Policy is available at:  <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0010_DE-EN-RO_Anti-Harassment-and-Discrimination.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0010_DE-EN-RO_Anti-Harassment-and-Discrimination.pdf</a></p>
10.7a-c Remuneration	Conformance	<p>The Entity respects the rights of Workers to a living wage and ensures that wages paid for a normal working week meet the industry standard in each country. Working Time, payment and leave are in accordance to national law. Wages paid are substantially above the legal minimum and are aligned with the industry standard. As verified by document review and interviews during the assessment, the Entity's wage payments are timely, in legal tender and fully documented.</p>
10.8a-c Working Time	Conformance	<p>The Entity complies with Applicable Law and industry standards on Working Time, public holidays and paid annual leave. Working Time is part of the Collective Bargaining agreements and part of each employment contract. A clocking-in system has been implemented and records are maintained.</p>
10.9a-b Informing Workers of Rights	Conformance	<p>The Entity's Workers are informed via various media channels or by the Workers' Council or employee's representatives for regular updates. Additionally, there is a complaint management system in place that is available for all Workers.</p>
<b>11. OCCUPATIONAL HEALTH AND SAFETY</b>		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	<p>The Entity has implemented an Occupational Health and Safety (OH&amp;S) Management System, which is certified to ISO 45001, at three of the four facilities. Internal and external audits are conducted to confirm the effectiveness of the Management System, and any identified non-conformances are actioned.</p>

CRITERION	RATING	COMMENT
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	<p>The Entity has implemented an Occupational Health and Safety (OH&amp;S) Management System, which is certified to ISO 45001, at three of the four facilities.</p> <p>The Entity discloses OH&amp;S performance indicators and a brief comment on peer comparison via its 2024 Sustainability Statement: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/Sustainability-Statement-2024.pdf</a> and via the Entity's OH&amp;S statement, available at: <a href="https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0009_OH-S-Statement-Alu-Menziken-Group.pdf">https://www.alu-menziken.com/wp-content/uploads/2025/11/D-GRP-MNG-0009_OH-S-Statement-Alu-Menziken-Group.pdf</a></p>
11.2 Employee engagement on Health and Safety	Conformance	<p>The Entity's employees are involved in the preparation of risk assessments or workplace assessments and Safety Officers attend OH&amp;S Committee meetings at regular frequencies. Accidents are reported both internally and externally to relevant parties.</p>

#### ASI LIMITATION OF LIABILITY DISCLAIMER

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#### DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	7 January 2026	Initial Certification Audit – Full Certification