

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

American Buffalo Metals

CERTIFICATE NUMBER
545

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**DNV BUSINESS
ASSURANCE
SERVICES UK LTD.**

DATE OF ISSUE
20 MARCH 2026

DATE OF EXPIRY
19 MARCH 2029

CERTIFIED SINCE
20 MARCH 2026

AUTHORISED BY

A handwritten signature in black ink, appearing to be 'J. H.', with a long horizontal line extending to the right.

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

CERTIFICATION SCOPE

Sorting, cleaning, charging/melting,
tapping, laboratory testing, final
inspection, and shipment of A356
Aluminium and its alloys produced
at American Buffalo Metals located
at Crossville, Alabama, USA.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	American Buffalo Metals
ENTITY NAME	American Buffalo Metals
CERTIFICATION SCOPE	Sorting, cleaning, charging/melting, tapping, laboratory testing, final inspection, and shipment of A356 Aluminium and its alloys produced at American Buffalo Metals located at Crossville, Alabama, USA.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	DNV Business Assurance Services UK Ltd.
AUDIT DATE	<ul style="list-style-type: none">1 – 3 December 2025
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">6 February 2026
AUDIT SCOPE	<p>The Audit Scope includes the sorting, cleaning, charging/melting, tapping, laboratory testing, final inspection, and shipment of A356 Aluminium and its alloys produced at American Buffalo Metals located at Crossville, Alabama, USA.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><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.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.<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.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD 20 March 2026 – 19 March 2029

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 20 September 2027

CERTIFICATE NUMBER 545



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

American Buffalo Metals (ABM) (the 'Entity') is a secondary Aluminium foundry located within the Crossville Industrial Park in Crossville, Alabama, United States. The Entity produces secondary A356 Aluminium in sow and ingot form, using Recycled Aluminium feedstock sourced primarily from used Aluminium wheels supplied by Scrap processors across the southeastern United States. In 2025, the Facility produced approximately 20,100 metric tonnes of secondary Aluminium, with recycled material accounting for approximately 99% of total production.

The Entity occupies approximately four hectares within an industrial park and employs approximately 50 employees. Operations include Scrap receipt and handling, remelting, refining, casting, and finished product storage. Key external Stakeholders include the State of Alabama and its residents, DeKalb County, the Town of Crossville, the Alabama Department of Environmental Management (ADEM), and the United States Environmental Protection Agency (EPA).

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 established systems to identify, monitor, and maintain Compliance with applicable legal and regulatory requirements relevant to its operations.
1.2 Anti-Corruption	Conformance	The Entity has implemented Policies and controls to work against Corruption in all its forms, consistent with Applicable Law.
1.3a-e Code of Conduct	Conformance	The Entity has implemented and maintains a Code of Conduct addressing Environmental, Social, and Governance (ESG) principles, which is communicated internally and made available externally at: https://americanbuffalometals.com/sustainability/
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has established and maintains Policies addressing ESG matters, endorsed by senior management and publicly available at: https://americanbuffalometals.com/sustainability
2.2a-c Leadership	Conformance	The Entity has designated senior management with the responsibilities for the implementation and communication of its ESG Policies, and to ensure effective human and financial resourcing.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented Environmental and Social Management Systems appropriate to the nature and scale of its operations. More information is available in the Entity's Sustainability Report, available at: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented Environmental and Social Management Systems appropriate to the nature and scale of its operations. More information is available in the Entity's Sustainability Report, available at: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented responsible sourcing Policies and processes to manage ESG risks in its supply chain. This includes the development and implementation of a Supplier Code of Conduct, available at: https://americanbuffalometals.com/wp-content/uploads/2025/09/Supplier-Code-of-Conduct-V1-2.71-PDF-1.pdf More information on the Entity's responsible sourcing practices are available at: https://americanbuffalometals.com/sustainability/ and https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no significant changes or New Projects over the previous three years.

CRITERION	RATING	COMMENT
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no significant changes or New Projects over the previous three years.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented site-specific Emergency Response Plans and conducts training and testing to support emergency preparedness. A summary Emergency Response Plan can be found on the Entity's website: https://americanbuffalometals.com/sustainability/
2.8a-d Suspended Operations	Conformance	The Entity has established a business resilience plan to address potential suspension or significant alteration of operations.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has processes in place to consider ESG risks in the context of mergers, acquisitions, and structural changes. The Entity has not conducted any mergers or acquisitions to date.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has considered ESG factors in planning for potential closure, decommissioning, or divestment.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity publicly discloses information on its governance approach and Material environmental, social, and economic impacts through its Sustainability Report, available at: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity discloses information on Material fines, penalties, and non-monetary sanctions related to legal compliance in their sustainability report. There are no recent fines or penalties to be reported, refer to the Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
3.3a-c Payments to Governments	Conformance	The Entity ensures that payments to Governments are made on a legal basis and does not make political contributions. Statutory payments, including taxes and payroll-related obligations, are managed through established financial processes and in compliance with applicable legal requirements. Public disclosure of the Entity's paid property taxes can be found here via 'Company Search': https://dekalbproperty.assurance.gov.com/property/search
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented a Complaints Resolution Mechanism to receive, address, and respond to Stakeholder complaints and grievances. More details on the mechanism is available at: https://americanbuffalometals.com/contact-us
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity evaluates the life cycle impacts of its Products through an Environmental Protect Declaration (EPD) and makes this information available to customers via the Entity's website: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM_EPD_Module_D_updated_vrsn.pdf

CRITERION	RATING	COMMENT
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity evaluates the life cycle impacts of its Products through an EPD. The life cycle information includes a definition of system boundaries and is used to support sustainability communications and customer requests. This information is available to the customer via the Entity's website: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM_EPD_Module_D_updated_vrsn.pdf
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	The Entity is a recycler of 'End of Life' (EoL) Aluminium products. Processes are in place throughout the Entity to minimise Aluminium process Scrap and ensure collection and recycling of generated Scrap.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity contributes to Aluminium recycling and circular economy outcomes through a business model based on the processing of predominantly Post-Consumer Recycled Aluminium and supplier engagement to maximise material recovery.
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity accounts for and publicly discloses energy use and Greenhouse Gas (GHG) emissions, which is supported by independent verification of Material emissions data. GHG emissions-related information is available in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.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	<p>The Entity has developed a GHG Emissions Reduction Plan, disclosed through its Sustainability Report, and has initiated targets and associated actions to reduce emissions across its operations. Planned and ongoing measures include installation of a recuperator to reduce natural gas usage, optimisation of logistics to reduce transportation-related emissions, improved raw material management, and implementation of systems to better measure emissions intensity.</p> <p>The emissions reduction plan is reviewed annually with support from an external consultant, and progress is tracked through operational improvements and reporting.</p>

CRITERION	RATING	COMMENT
		More information can be found in the Entity's Sustainability report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	<p>The Entity has developed a GHG Emissions Reduction Plan, disclosed through its Sustainability Report, and has initiated targets and associated actions to reduce emissions across its operations. The Entity has used the ASI Emissions Reduction Pathway Calculation Tool and has established and a series of intermediate targets. More information, including the GHG Emissions Reduction Pathways for Scopes 1 and 2 are available in the Entity's Sustainability report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf</p> <p>The Entity has not, however, publicly disclosed its Scope 3 GHG Emissions Reduction Pathway.</p>
5.4 GHG Emissions Management	Conformance	The Entity has implemented Management Systems, procedures, and operating controls to support delivery of its GHG Emissions Reduction Plan and targets. Emissions management activities are integrated into operational planning and reviewed annually, with consultant support, to ensure alignment with established reduction pathways and ongoing business changes.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity quantifies and manages Emissions to Air and is implementing systems to strengthen monitoring and control. Emissions to Air are below fall below the levels mandated by the Alabama Department of Environmental Management and by the US National Ambient Air Quality Standards. Information on Material Emissions to Air can be found in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
6.2a-g Discharges to Water	Conformance	The Entity monitors and manages Discharges to Water and undertakes regular testing in accordance with legal requirements. There are no Material Discharges to Water. More information is disclosed in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has assessed spill and leakage risks and implemented systems to prevent, detect, and manage incidents.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has processes in place to disclose Material Spills and Leakages to Stakeholders. There have been no Material Spills during recent years. Any future Material Spills will be reported on the Entity's website at: https://americanbuffalometals.com
6.5a-c Waste Management and Reporting	Conformance	The Entity manages and tracks waste streams (comprised primarily of packaging of various types) and is taking steps to improve waste segregation and reduction. More details on waste streams can be found in the Entity's Sustainability Report:

CRITERION	RATING	COMMENT
		https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.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.
6.8a-d Dross	Conformance	The Entity has implemented controlled storage and handling practices for Dross and ensures all generated Dross is recycled through a third-party processor, with recovery performance monitored to maximise Aluminium recovery and prevent any adverse environmental impacts.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity assesses, tracks, and publicly discloses water use and associated water-related risks. Water is supplied through municipal sources associated with regional Watersheds and the overall water risk is low. More information is available in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity as there are no significant risks associated with its water consumption.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed the inherent Biodiversity risk setting and potential impacts within its Area of Influence and has engaged relevant Stakeholders, where relevant. No significant Biodiversity-related or Ecosystem Services-related risks were identified.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as no significant Biodiversity-related or Ecosystem Services-related risks were identified.
8.2a-g Biodiversity Management	Conformance	The Entity manages Biodiversity risks through identified mitigation measures appropriate to its operational context.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services relevant to affected populations have been identified.
8.4 Alien Species	Conformance	The Entity has implemented measures to prevent the introduction of Alien Species that could impact upon Biodiversity.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has committed to avoiding New Projects or Major Changes in World Heritage Properties. The statement can be found in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf

CRITERION	RATING	COMMENT
8.6a-d Protected Areas	Conformance	The Entity has confirmed that its operations are not located within or adjacent to any Protected Areas and complies with relevant legal requirements.
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	The Entity has implemented a Human Rights Policy commitment (https://americanbuffalometals.com/sustainability/#elementor-toc_heading-anchor-11) and Due Diligence processes appropriate to its size and operational context. More details are available in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has implemented measures to promote gender equity and women's empowerment in the workplace. More details are provided in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf
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 or directly affected by the Entity's operations.
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 or directly affected by the Entity's operations.
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 or directly affected by the Entity's operations.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable to the Entity, as it has assessed for, and confirmed that there are no Cultural and Sacred Heritage present 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 it has assessed for, and confirmed that there are no Cultural and Sacred Heritage present within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it was confirmed during the Audit that its operations have not displaced any vulnerable or at-risk individuals present in its Area of Influence.

CRITERION	RATING	COMMENT
9.7a-h Affected Populations and Organisations	Conformance	The Entity has assessed impacts on Affected Populations and Organisations and identified no Material impacts related to its operations, as it is located in an industrial park setting.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity has established Responsible Sourcing Management Systems, including Policies, supplier requirements, and information-gathering processes, to support risk-based supply chain Due Diligence.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity identifies and assesses supply chain risks through supplier evaluations that consider sourcing locations, material origin, and potential Conflict-Affected and High-Risk Areas (CAHRAs) indicators.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity applies an 'avoidance-based' risk response strategy by sourcing exclusively from United States-based suppliers and requiring confirmation of material origin to mitigate exposure to CAHRAs.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity's Due Diligence practices were audited during the ASI Audit, which meets the requirement for this Criterion.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity reports on its supply chain Due Diligence approach, including responsible sourcing expectations and risk mitigation measures. More information is in the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf and the Supplier Code of Conduct: https://americanbuffalometals.com/wp-content/uploads/2025/09/Supplier-Code-of-Conduct-V1-2.71-PDF-1.pdf
9.9 Security practice	Conformance	The Entity has implemented security measures appropriate to its operational context, including the use of on-site security personnel and surveillance systems. Security practices are supported by training and oversight, and the Code of Conduct addresses Violence and Harassment. Access controls, sign-in procedures, and monitoring systems are in place to manage security risks while respecting the rights and safety of Workers and visitors.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity respects the rights of Workers to form or join Labour Unions or other associations of their choosing and to participate in Collective Bargaining within the bounds of Applicable Law. These rights are addressed through the Code of Conduct and communicated to employees. No restrictions on Freedom of Association have been identified, and there is no evidence of interference with Workers' rights in practice.
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 Freedom of Association and the Right to Collective Bargaining are not restricted in the United States, where the Entity conducts its activities.

CRITERION	RATING	COMMENT
10.2a-c Child Labour	Conformance	The Entity has implemented controls to ensure that all Workers are above age 18. Verification processes include review of government-issued identification, use of employment verification systems, and compliance with state hiring requirements. Prohibitions on Child Labour are addressed in the Code of Conduct and Supplier Code of Conduct, supporting compliance across operations and the supply chain.
10.3a-c Forced Labour	Conformance	The Entity does not engage in, nor supports Forced Labour, Human Trafficking, or related practices. These prohibitions are addressed through the Code of Conduct and Supplier Code of Conduct, and employment practices do not involve Recruitment Fees, deposits, retention of identity documents, or restrictions on freedom of movement. The Entity complies with applicable legal requirements related to Forced Labour and Modern Slavery. The Entity's Modern Slavery statement is published at: https://americanbuffalometals.com/sustainability/#elementor-toc__heading-anchor-1
10.4a-c Non-Discrimination	Conformance	The Entity has established Policies and practices to ensure equal opportunity and prevent Discrimination across hiring, compensation, training, promotion, and termination. These commitments are reflected in the employee handbook and Code of Conduct and are implemented in line with Applicable Law. Employment practices support a culture of non-Discrimination.
10.5 Communication and engagement	Conformance	The Entity has established mechanisms for open communication and direct engagement with Workers regarding working conditions and workplace concerns. These include 'open-door' Policies, regular engagement with supervisors and management, and integration of communication principles into training and the Code of Conduct. Workers can raise concerns without fear of reprisal.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented a workplace Policy addressing Violence and Harassment, communicated through new hire orientation, the employee handbook, and the Code of Conduct. Refer to the Entity's Sustainability Report: https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf Training is provided to Workers in accessible formats, and mechanisms are in place to report concerns, including 'whistleblower' channels. Violence and Harassment risks are considered as part of Occupational Health and Safety management, and incidents are managed through defined escalation and response processes.
10.7a-c Remuneration	Conformance	The Entity provides Workers with written terms and conditions of employment and ensures wages meet or exceed legal and industry minimum standards. Wage benchmarking has been undertaken to support competitiveness, and recent pay rate increases reflect this analysis. Overtime is compensated at premium rates, payroll is processed on a regular and timely basis, and wage payments are fully documented.
10.8a-c Working Time	Conformance	The Entity complies with Applicable Law and industry practices related to Working Time, Overtime, rest periods, and leave. Working hours are tracked through timekeeping systems, Overtime is compensated at premium rates, and Workers receive regular rest days. Leave

CRITERION	RATING	COMMENT
		entitlements, including holidays, bereavement leave, and flexible arrangements, are provided and managed in accordance with established procedures.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights by displaying required information in workplace areas, with materials available in both English and Spanish. These disclosures support Worker awareness of rights protected under Applicable Law.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented a documented Occupational Health and Safety (OH&S) Management System covering Workers and Visitors, with defined Policies, procedures, training, and operational controls to manage workplace risks.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity regularly reviews and improves its (OH&S) Management System and publicly discloses safety performance, including leading and lagging indicators and benchmarking against industry practice. More information on safety performance and benchmarking is available on the Entity's website (https://americanbuffalometals.com/sustainability/#elementor-toc_heading_anchor-14) and within the Entity's Sustainability Report (https://americanbuffalometals.com/wp-content/uploads/2025/09/ABM-Sustainability-Report-2.85-v1.3.pdf).
11.2 Employee engagement on Health and Safety	Conformance	The Entity provides mechanisms for Worker engagement on health and safety, including inclusive safety meetings, safety committees, and anonymous safety suggestion channels. Weekly toolbox meetings are documented with attendance records, and management regularly engages with Workers through floor walks and open communication. Worker input is used to identify hazards and implement improvements, supporting shared responsibility for Health and Safety.

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	20 March 2026	Initial Certification Audit – Full Certification