

# ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

# HENAN EVERYHIGH NEW MATERIAL CO., LTD.

CERTIFICATE NUMBER  
**532**

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

CERTIFICATION LEVEL  
**FULL  
CERTIFICATION**

ASI ACCREDITED  
AUDITING FIRM  
**BUREAU VERITAS  
CERTIFICATION**

DATE OF ISSUE  
**15 APRIL 2026**

DATE OF EXPIRY  
**14 APRIL 2029**

CERTIFIED SINCE  
**15 APRIL 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  
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

Production of coated Aluminium  
alloy sheet and coil for can ends  
and tabs at Henan Everyhigh New  
Material Co., Ltd., Gongyi City,  
Henan Province, P. R. China.

# AUDIT REPORT PERFORMANCE STANDARD

## OVERVIEW

MEMBER NAME	HENAN EVERYHIGH NEW MATERIAL CO., LTD.
ENTITY NAME	Henan Everyhigh New Material Co., Ltd.
CERTIFICATION SCOPE	Production of coated Aluminium alloy sheet and coil for can ends and tabs at Henan Everyhigh New Material Co., Ltd., Gongyi City, Henan Province, P. R. China.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none"><li>Material Conversion</li></ul>
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none"><li>Initial Certification Audit</li></ul>
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	<ul style="list-style-type: none"><li>24 – 27 November 2025</li></ul>
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none"><li>4 January 2026</li></ul>
AUDIT SCOPE	<p>The Audit Scope included the production of coated Aluminium alloy sheet and coil for can ends and tabs at Henan Everyhigh New Material Co., Ltd., which located in the Huiguo Town industrial area in Gongyi City, Henan Province, P. R. China.</p> <p>The supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none"><li>Material Conversion</li></ul> <p>All relevant 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>
CERTIFICATION PERIOD	15 April 2026 – 14 April 2029

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NEXT AUDIT TYPE                      Surveillance Audit

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NEXT AUDIT DATE                      14 October 2027

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CERTIFICATE NUMBER                  532

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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

Henan Everyhigh New Material Co., Ltd. (the 'Entity') is located in the Huiguo Town industrial area in Gongyi City, Henan Province, which is a major national production base for Aluminium materials. With a registered capital of over 60 million yuan, the Entity is a key investment project introduced at the provincial, municipal, and county levels. The Entity specialises in the integration of metal packaging and primary/auxiliary materials for the food sector and primarily produces Aluminium coils for easy-open ends and pull-tabs that are exported to countries including Poland, Saudi Arabia, Australia, Thailand and South Korea. The Entity's sales exceeded 1.4 billion yuan in 2024.

The Entity is currently in the IPO (Initial Public Offering) stage with plans to become publicly listed in the coming years. There are approximately 180 Workers at the Entity.

## 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>	Medium	Medium	Medium	MEDIUM
<b>RISKS</b>	Medium	Medium	Medium	MEDIUM
<b>PERFORMANCE</b>	Medium	Medium	Medium	MEDIUM
<b>OVERALL</b>	<b>MEDIUM</b>			

## FINDINGS

CRITERION	RATING	COMMENT
<b>1. BUSINESS INTEGRITY</b>		
1.1 Legal Compliance	Minor Non-Conformance	<p>The Entity has established a Laws and Regulations Control Procedure and complies with national and international laws. It has detailed descriptions to conduct audits and compile lists of all Applicable Laws.</p> <p>The assessment of Compliance however did not include all relevant Applicable Law and was not undertaken as required.</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established the Anti-Corruption and Anti-Bribery Management Procedure. An anti-Bribery management team has been established and has undertaken regular assessments in accordance with the Bribery risk assessment level standard, and employees have been regularly trained. The Entity's Administration Department summarises and evaluates the implementation of anti-Bribery activities annually to determine the status of risk and whether measures are sufficient and effective.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has established a Code of Conduct, including environmental, social and governance (ESG) principles. The Entity undertakes an internal audit and reviews the Code during the annual management review. The Code is updated annually following any change in Applicable Law and/or business trends. Awareness of the Code for staff is raised through various measures, including meetings and training. The Code of Conduct is available at:</p> <p><a href="https://jkrorwxhkkloIn5p.ldycdn.com/1.3+ASI-02+A0+ASI+Code+of+Conduct%282025.9.18%EF%BC%89-aidloBpkKrlISRNlokjrriin.pdf?dp=GvUApKfKKUUAU">https://jkrorwxhkkloIn5p.ldycdn.com/1.3+ASI-02+A0+ASI+Code+of+Conduct%282025.9.18%EF%BC%89-aidloBpkKrlISRNlokjrriin.pdf?dp=GvUApKfKKUUAU</a> (English)</p> <p><a href="https://rkrorwxhkkkr5q.ldycdn.com/1.3+ASI-02+A0+%E8%A1%8C%E4%B8%BA%E5%87%86%E5%88%99%282025.9.18%29-aidloBpkKrlISRNljkonjio.pdf?dp=GvUApKfKKUUAU">https://rkrorwxhkkkr5q.ldycdn.com/1.3+ASI-02+A0+%E8%A1%8C%E4%B8%BA%E5%87%86%E5%88%99%282025.9.18%29-aidloBpkKrlISRNljkonjio.pdf?dp=GvUApKfKKUUAU</a> (Chinese)</p>
<b>2. POLICY AND MANAGEMENT</b>		
2.1a-f Environmental, Social, and Governance Policy	Minor Non-Conformance	<p>The Entity has established various ESG Policies, which are approved by the plant General Manager. The Policies are available at:</p> <p>Environmental Policy:  <a href="https://rkrorwxhkkkr5q.ldycdn.com/ASI%E7%8E%AF%E5%A2%83%E6%96%B9%E9%92%88-aidljBpkKrlISRNljlorio.pdf?dp=GvUApKfKKUUAU">https://rkrorwxhkkkr5q.ldycdn.com/ASI%E7%8E%AF%E5%A2%83%E6%96%B9%E9%92%88-aidljBpkKrlISRNljlorio.pdf?dp=GvUApKfKKUUAU</a></p> <p>Social Policy:  <a href="http://jnrorwxhkkkr5q.ldycdn.com/ASI%E7%A4%BE%E4%BC%9A%E8%B4%A3%E4%BB%BB%E6%96%B9%E9%92%88-aidlrBpkKrlISRNljlorio.pdf?dp=GvUApKfKKUUAU">http://jnrorwxhkkkr5q.ldycdn.com/ASI%E7%A4%BE%E4%BC%9A%E8%B4%A3%E4%BB%BB%E6%96%B9%E9%92%88-aidlrBpkKrlISRNljlorio.pdf?dp=GvUApKfKKUUAU</a></p> <p>Governance Policy:  <a href="https://rkrorwxhkkkr5q.ldycdn.com/ASI%E6%B2%BB%E7%90%86%E6%96%B9%E9%92%88-aidloBpkKrlISRNljkopmiq.pdf?dp=GvUApKfKKUUAU">https://rkrorwxhkkkr5q.ldycdn.com/ASI%E6%B2%BB%E7%90%86%E6%96%B9%E9%92%88-aidloBpkKrlISRNljkopmiq.pdf?dp=GvUApKfKKUUAU</a></p> <p>All downloads in English: <a href="http://www.everyhigh-aluminium.com/download.html">http://www.everyhigh-aluminium.com/download.html</a></p> <p>The Entity has established an ASI Performance Standard Manual that includes relevant Policies and procedures. Worker interviews however confirmed that not all employees were not familiar with the ASI Environmental, Social, and Governance Policies.</p>

CRITERION	RATING	COMMENT
2.2a-c Leadership	Conformance	A senior Management Representative has been appointed, and the responsibility and authority are clearly defined. This role has overall responsibility and authority for ensuring Conformance with the ASI Performance Standard, implementation and communication of relevant Policies, and providing the necessary resources for establishment, implementation and improvement of the Management Systems.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented and documented an Environmental Management System and holds a valid ISO 14001:2015 Certificate.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has developed and implement an integrated Management System. The Entity has obtained the ISO 14001:2015 and ISO 45001:2018 certificate. Also, a Social Management System and ASI Management System are established. Internal audits and management reviews are conducted annually to ensure the effectiveness of the ASI Management System.
2.4a-e Responsible Sourcing	Conformance	<p>The Entity has developed and implemented Policies, systems, procedures and processes that conform to the responsible sourcing requirements. The Entity's Responsible Procurement Policy is reviewed at least every five years or after any changes to the Business or the nature of risks. The Responsible Procurement Policy is available at: <a href="http://rkrorwxhkkkr5q.ldycdn.com/%E8%B4%9F%E8%B4%A3%E4%BB%BB%E9%87%87%E8%B4%AD%E6%96%B9%E9%92%88-aidlkBpkKrllSRnlkkkjjo.pdf?dp=GvUApKfKKUAU">http://rkrorwxhkkkr5q.ldycdn.com/%E8%B4%9F%E8%B4%A3%E4%BB%BB%E9%87%87%E8%B4%AD%E6%96%B9%E9%92%88-aidlkBpkKrllSRnlkkkjjo.pdf?dp=GvUApKfKKUAU</a></p> <p>Responsible sourcing is implemented by the Entity through the supplier signing of ASI Commitment Letters, supplier assessments and emphasis on suppliers to implement ASI Performance Standard requirements.</p>
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable as there have been no New Projects or Major Changes since the Entity became an ASI Member, and none are planned. In case of New Projects or Major Changes, environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis will be carried out as a part of mandatory reviews of project documentation by responsible state bodies.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable as there have been no New Projects or Major Changes since the Entity became an ASI Member, and none are planned. In case of New Projects or Major Changes, environmental, social, cultural and Human Rights Impact Assessments, including a gender analysis will be carried out as a part of mandatory reviews of project documentation by responsible state bodies.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity holds valid ISO 14001 and ISO 45001 certificates. Emergency Response Plans are developed and implemented. All required Emergency Response Plans are reviewed every five years, or after any changes to the Business based on the nature or scale of emergency risks, and in accordance with legal requirements in China. Personnel training and drill records were verified during the Audit.</p> <p>The Emergency Response Plan is publicly available at: <a href="http://jnrorwxhkkkr5q.ldycdn.com/2.7+%E7%94%9F%E4%BA%A7%E5%AE">http://jnrorwxhkkkr5q.ldycdn.com/2.7+%E7%94%9F%E4%BA%A7%E5%AE</a></p>

CRITERION	RATING	COMMENT
		<a href="https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU">https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU</a>
2.8a-d Suspended Operations	Conformance	The Entity has developed a resilience plan to address a potential suspension or significant change in operations due to situation such as conflict, pandemic, natural disaster, or cyber-attack. This plan is addressed during regular emergency drills.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established the Mergers and Acquisitions Management Procedure. Until now, no mergers and acquisitions have occurred.
2.10a-b Closure, Decommissioning and Divestment	Conformance	Closure, decommissioning and divestment activities are not planned for the immediate future. When applicable, activities around closure, decommissioning and divestment will be driven by Corporate functional teams with conducting review of environmental, social and governance consequences will be undertaken, where possible, with the participation of Affected Populations and Organisations.

### 3. TRANSPARENCY

3.1a-b Sustainability Reporting	Minor Non-Conformance	<p>The Entity publishes an annual Sustainability Report that describes its approach to sustainability and summarises its environmental and social impacts. The Sustainability Report is available at:</p> <p><a href="https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU">https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU</a> (English)</p> <p><a href="https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU">https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU</a> (Chinese)</p> <p>The quality and level of detail provided of the Entity's Sustainability Report however is not adequate and quantitative data not included.</p>
3.2 Non-compliance and Liabilities	Conformance	No non-compliance or liabilities were reported in the Sustainability Report. Per the government-related websites ( <a href="https://www.gsx.gov.cn">https://www.gsx.gov.cn</a> ) and non-governmental organisation websites ( <a href="https://www.qcc.com">https://www.qcc.com</a> ), no such case was raised by the government agencies.
3.3a-c Payments to Governments	Conformance	The Entity only makes, or has made on its behalf, payments to Governments on a legal and/or contractual basis. The Entity pays taxes in accordance with the legal requirements and did not provide any financial or physical political donations. This information is disclosed in the Sustainability Report, page 8: <a href="https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU">https://www.gsx.gov.cn/2024+Sustainability+Report-aidlBpkKrlISRNlkrqmlq.pdf?dp=GvUApKfKKUUAU</a>
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Minor Non-Conformance	<p>This Entity has established and implemented its Stakeholder Complaints, Grievances and Requests Procedure, and has publicised its contact telephone number, email address, suggestion box and other information to Stakeholders via a public board to receive inquiries, complaints and appeals from all parties.</p> <p>There is a deficiency in the Grievance Procedure however regarding engagement and dialogue.</p>

CRITERION	RATING	COMMENT
<b>4. MATERIAL STEWARDSHIP</b>		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has developed and implemented Policies, systems, procedures and processes that conform to the Life Cycle Assessment (LCA) requirements. The Entity's LCA's for all related Products have been undertaken in accordance with its LCA management procedure.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has provided adequate 'cradle-to-gate' LCA information on its Aluminium Products in with ISO 14040 and ISO 14044. The LCA studies are available upon customer request. The Life Cycle Assessment Report is available at:  <a href="https://rkrorwxhkkkr5q.ldycdn.com/%E4%BA%A7%E5%93%81%E5%85%A8%E7%94%9F%E5%91%BD%E5%91%A8%E6%9C%9F%E8%AF%84%E4%BB%B7%E6%8A%A5%E5%91%8A%EF%BC%88%E8%89%BE%E9%94%90%E6%B5%B7%E6%96%B0%E6%9D%90%E6%96%99%EF%BC%89-aidliBpkKrlllSRnlljkomkiq.pdf?dp=GvUApKfKUAU">https://rkrorwxhkkkr5q.ldycdn.com/%E4%BA%A7%E5%93%81%E5%85%A8%E7%94%9F%E5%91%BD%E5%91%A8%E6%9C%9F%E8%AF%84%E4%BB%B7%E6%8A%A5%E5%91%8A%EF%BC%88%E8%89%BE%E9%94%90%E6%B5%B7%E6%96%B0%E6%9D%90%E6%96%99%EF%BC%89-aidliBpkKrlllSRnlljkomkiq.pdf?dp=GvUApKfKUAU</a>
4.2 Product Design	Conformance	The Entity has established and implemented a Product design procedure and integrates relevant objectives into the design and development process for Products to enhance sustainability, including the environmental life cycle impacts of the end product.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has minimised the generation of Aluminium Process Scrap within its own operations and the generated target of Scrap for collection, recycling and/or re-use is 100%. The Entity has a Scrap classification and management procedure to classify and dispose of the different types of Aluminium Scrap. All Scrap is classified into alloys and disposed by different smelters. Related records are kept for review.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Minor Non-Conformance	The Entity has implemented a recycling strategy that includes specific timelines and targets. The Entity communicates with the main customer on how to improve the recycling rate of Products at End of Life. The Entity has publicly disclosed the recycling strategy in the Five-Year Development Plan for Recycled Materials, available at:  <a href="http://jnrwrwxhkkkr5q.ldycdn.com/4.4+%E5%B9%B4%E5%9B%9E%E6%94%B6%E6%96%99%E6%88%98%E7%95%A5%E8%A7%84%E5%88%92-aidlmBpkKrlllSRnlljkopjio.pdf?dp=GvUApKfKUAU">http://jnrwrwxhkkkr5q.ldycdn.com/4.4+%E5%B9%B4%E5%9B%9E%E6%94%B6%E6%96%99%E6%88%98%E7%95%A5%E8%A7%84%E5%88%92-aidlmBpkKrlllSRnlljkopjio.pdf?dp=GvUApKfKUAU</a>  The Entity's actions and measures however are not sufficiently visible, without the related targets implementation activity in the Plan.
4.4d Collection and Recycling of Products at End of Life	Conformance	There are no complete local, regional or national collection and recycling systems for Aluminium Scrap in China. The Entity is communicating with the main customer on how to improve the recycling rate of Products at End of Life. Recycling contracts with customers to collect Scrap of Products at End of Life and related recycling records are kept.
<b>5. GREENHOUSE GAS EMISSIONS</b>		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has accounted for and publicly disclosed Material Greenhouse Gas (GHG) emissions and energy use by source on an annual basis, available in the GHG Verification Report, available at:  <a href="https://jkrorwxhkkkr5q.ldycdn.com/Greenhouse+gas+verification+report-aidlqBpkKrlllSRllqppomoip.pdf?dp=GvUApKfKUAU">https://jkrorwxhkkkr5q.ldycdn.com/Greenhouse+gas+verification+report-aidlqBpkKrlllSRllqppomoip.pdf?dp=GvUApKfKUAU</a> (English)

CRITERION	RATING	COMMENT
		<a href="https://rkrorwxhkkkr5q.ldycdn.com/5.1+2024%E5%B9%B4%E6%B8%A9%E5%AE%A4%E6%B0%94%E4%BD%93%E6%A0%B8%E6%9F%A5%E6%8A%A5%E5%91%8A-aidlnBpkKrlISRnlIjkoIjio.pdf?dp=GvUApKfKKUAU">https://rkrorwxhkkkr5q.ldycdn.com/5.1+2024%E5%B9%B4%E6%B8%A9%E5%AE%A4%E6%B0%94%E4%BD%93%E6%A0%B8%E6%9F%A5%E6%8A%A5%E5%91%8A-aidlnBpkKrlISRnlIjkoIjio.pdf?dp=GvUApKfKKUAU</a> (Chinese)
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity had established a GHG Emissions Reduction Plan and used the ASI Entity GHG Pathways Calculation Tool, to establish a Reduction Pathway consistent with a 1.5° Celsius warming scenario.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	<p>The Entity has established both short- and medium-term GHG emissions reduction targets, with action plans that address optimisation of energy structures, procurement of renewable energy, improving energy efficiency, standardising environmental governance, and establishing an intelligent monitoring system.</p> <p>The Entity's GHG Emissions Target and Implementation Plan is available at:  <a href="https://jkrorwxhkkloIn5p.ldycdn.com/5.3+Greenhouse+Gas+Emission+Target+and+Implementation+Plan+in+the+1.5%C2%B0C-aidlqBpkKrlISRnlOkkronio.pdf?dp=GvUApKfKKUAU">https://jkrorwxhkkloIn5p.ldycdn.com/5.3+Greenhouse+Gas+Emission+Target+and+Implementation+Plan+in+the+1.5%C2%B0C-aidlqBpkKrlISRnlOkkronio.pdf?dp=GvUApKfKKUAU</a> (English)</p> <p><a href="https://ilrorwxhkkkr5q.ldycdn.com/5.3+%E8%89%BE%E9%94%90%E6%B5%B7%E6%B8%A9%E5%AE%A4%E6%B0%94%E4%BD%93%E6%8E%92%E6%94%BE%E7%9B%AE%E6%A0%87%E5%8F%8A%E5%AE%9E%E6%96%BD%E8%AE%A1%E5%88%92-aidlpBpkKrlISRnlrkqmmio.pdf?dp=GvUApKfKKUAU">https://ilrorwxhkkkr5q.ldycdn.com/5.3+%E8%89%BE%E9%94%90%E6%B5%B7%E6%B8%A9%E5%AE%A4%E6%B0%94%E4%BD%93%E6%8E%92%E6%94%BE%E7%9B%AE%E6%A0%87%E5%8F%8A%E5%AE%9E%E6%96%BD%E8%AE%A1%E5%88%92-aidlpBpkKrlISRnlrkqmmio.pdf?dp=GvUApKfKKUAU</a> (Chinese)</p> <p>Details on the emission reduction measures and sufficient data to confirm that the actions will achieve the necessary emissions reductions however was not available.</p>
5.4 GHG Emissions Management	Conformance	The Entity had established a GHG emissions management framework that includes related tools, database, inventory and targeted GHG Emissions Reduction Pathways. The Entity has implemented a GHG management procedure and emission source identification table to monitor GHG emissions and ensure performance is aligned with the developed GHG Emissions Reduction Plan and targets.
<b>6. EMISSIONS, EFFLUENTS AND WASTE</b>		
6.1a-f Emissions to Air	Conformance	<p>The Entity's air emissions are quantified in the Environmental Impact Assessment report. Pollution treatment facilities are in use and air emission are monitored regularly and meet the local legal limits. The Entity reports its emissions and has implemented a reduction plan. The Pollutant Emissions and Emission Reduction Plan is available at:  <a href="https://jkrorwxhkkloIn5p.ldycdn.com/6.1+Major+pollutant+emissions+in+2024+and+emission+reduction+plan+in+2025-aidlqBpkKrlISRnlOkrimio.pdf?dp=GvUApKfKKUAU">https://jkrorwxhkkloIn5p.ldycdn.com/6.1+Major+pollutant+emissions+in+2024+and+emission+reduction+plan+in+2025-aidlqBpkKrlISRnlOkrimio.pdf?dp=GvUApKfKKUAU</a> (English)</p>

CRITERION	RATING	COMMENT
		<p><a href="https://ilrorwxhkkklr5q.ldycdn.com/6.1+%E6%B2%B3%E5%8D%97%E8%89%BE%E9%94%90%E6%B5%B7+2025+%E5%B9%B4%E5%BA%9F%E6%B0%94%E5%BA%9F%E6%B0%B4%E5%87%8F%E6%8E%92%E8%AE%A1%E5%88%92-aidlnBpkKrlISRnljkkkio.pdf?dp=GvUApKfKUAU">https://ilrorwxhkkklr5q.ldycdn.com/6.1+%E6%B2%B3%E5%8D%97%E8%89%BE%E9%94%90%E6%B5%B7+2025+%E5%B9%B4%E5%BA%9F%E6%B0%94%E5%BA%9F%E6%B0%B4%E5%87%8F%E6%8E%92%E8%AE%A1%E5%88%92-aidlnBpkKrlISRnljkkkio.pdf?dp=GvUApKfKUAU</a> (Chinese)</p>
6.2a-g Discharges to Water	Conformance	<p>Discharges to Water are addressed and managed within the Entity's Environmental Management System. The Entity has established water reduction targets and a related plan to minimise adverse impacts. Monitoring of wastewater is undertaken and results for major pollutants are within the legal discharge limits. The Entity reports its emissions and has implemented a reduction plan. The Pollutant Emissions and Emission Reduction Plan is available at:</p> <p><a href="https://jkrorwxhkkloIn5p.ldycdn.com/6.1+Major+pollutant+emissions+in+2024+and+emission+reduction+plan+in+2025-aidlqBpkKrlISRnlokirimio.pdf?dp=GvUApKfKUAU">https://jkrorwxhkkloIn5p.ldycdn.com/6.1+Major+pollutant+emissions+in+2024+and+emission+reduction+plan+in+2025-aidlqBpkKrlISRnlokirimio.pdf?dp=GvUApKfKUAU</a> (English)</p> <p><a href="https://ilrorwxhkkklr5q.ldycdn.com/6.1+%E6%B2%B3%E5%8D%97%E8%89%BE%E9%94%90%E6%B5%B7+2025+%E5%B9%B4%E5%BA%9F%E6%B0%94%E5%BA%9F%E6%B0%B4%E5%87%8F%E6%8E%92%E8%AE%A1%E5%88%92-aidlnBpkKrlISRnljkkkio.pdf?dp=GvUApKfKUAU">https://ilrorwxhkkklr5q.ldycdn.com/6.1+%E6%B2%B3%E5%8D%97%E8%89%BE%E9%94%90%E6%B5%B7+2025+%E5%B9%B4%E5%BA%9F%E6%B0%94%E5%BA%9F%E6%B0%B4%E5%87%8F%E6%8E%92%E8%AE%A1%E5%88%92-aidlnBpkKrlISRnljkkkio.pdf?dp=GvUApKfKUAU</a> (Chinese)</p>
6.3a-g Assessment and Management of Spills and Leakages	Minor Non-Conformance	<p>The Entity conducts regular Spills and Leakages assessments. No high-risk situations are identified, and the Entity has taken preventive action or implemented improvement programs for the potential risks identified. The assessment and management plan is defined in the Environmental Management System and control measures are based on the list of Spill risk factors. Major Spills and Leakages are handled and communicated by the emergency response team. The Spills and Leakage Management Plan is reviewed at least annually, and is available at:</p> <p><a href="https://rkrorwxhkkklr5q.ldycdn.com/6.3+%E6%B3%84%E6%BC%8F%E5%92%8C%E6%B8%97%E6%BC%8F%E5%9B%A0%E7%B4%A0%E7%AE%A1%E7%90%86%E8%AE%A1%E5%88%92%E5%8F%8A%E6%8E%AA%E6%96%BD-aidljBpkKrlISRnljkorkio.pdf?dp=GvUApKfKUAU">https://rkrorwxhkkklr5q.ldycdn.com/6.3+%E6%B3%84%E6%BC%8F%E5%92%8C%E6%B8%97%E6%BC%8F%E5%9B%A0%E7%B4%A0%E7%AE%A1%E7%90%86%E8%AE%A1%E5%88%92%E5%8F%8A%E6%8E%AA%E6%96%BD-aidljBpkKrlISRnljkorkio.pdf?dp=GvUApKfKUAU</a></p> <p>The risk factors list associated with the Management Plan however was not complete, as some leakage risks were not included.</p>
6.4a-b Public Disclosure of Spills and Leakages	Conformance	<p>The Entity's Emergency Response Plan and Response Guide define how to dispose of and report Spills. If there is Spill, the Emergency Response Team would follow the documented response process. Spill drills are conducted annually. No Spill has occurred in recent years.</p> <p>The Emergency Response Plan and Response Guide defines that the Entity will report Spills to the local authorities and impacted units and people immediately and disclose the details in the annual Sustainability Report. Further information is available in the Sustainability Report, page 28:</p> <p><a href="https://jkrorwxhkkloIn5p.ldycdn.com/2024+Sustainability+Report-aidlmBpkKrlISRnlkijpnio.pdf?dp=GvUApKfKUAU">https://jkrorwxhkkloIn5p.ldycdn.com/2024+Sustainability+Report-aidlmBpkKrlISRnlkijpnio.pdf?dp=GvUApKfKUAU</a> (English)</p>
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity has an ISO 14001 certified Environmental Management System. The Waste Management Procedure defines the processes to collect and dispose all Wastes, and the Entity has established continual improvement targets to reduce the Waste generation per unit. The management team reviews the targets quarterly. The quantities of Hazardous and Non-Hazardous Waste generated by the Entity and the disposal methods are disclosed in the Sustainability Report, page 27:</p>

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		<a href="https://jkrorwxhkkloIn5p.lodycdn.com/2024+Sustainability+Report-aidImBpkKrlIIlSRnlokijpnio.pdf?dp=GvUApKfKKUAU">https://jkrorwxhkkloIn5p.lodycdn.com/2024+Sustainability+Report-aidImBpkKrlIIlSRnlokijpnio.pdf?dp=GvUApKfKKUAU</a>
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.
<b>7. WATER STEWARDSHIP</b>		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity undertakes water-related risk and water balance analysis to determine and map the source and type of water it draws and uses. The Entity has a water balance statistical data table for 2024, water resources management goals and plans, and a water balance chart.</p> <p>The Entity has conducted water risk assessments that consider the Entity's industrial park location and nearby lands and waterways in their Area of Influence. Due to the nature of the Product and production processes, the level of water-related risk was determined as low. The Water Resources Risk Assessment is available at: <a href="https://rirorwxhkkloIn5p.lodycdn.com/7+Water+Resources+Risk+Assessment-aidlrBpkKrlIIlSRnloknrqniq.pdf?dp=GvUApKfKKUAU">https://rirorwxhkkloIn5p.lodycdn.com/7+Water+Resources+Risk+Assessment-aidlrBpkKrlIIlSRnloknrqniq.pdf?dp=GvUApKfKKUAU</a> (English)</p> <p><a href="http://jnrorwxhkkkIr5q.lodycdn.com/7+%E6%B0%B4%E8%B5%84%E6%BA%90%E9%A3%8E%E9%99%A9%E8%AF%84%E4%BC%B0%E8%AE%B0%E5%BD%95-aidllBpkKrlIIlSRnlljkojkiio.pdf?dp=GvUApKfKKUAU">http://jnrorwxhkkkIr5q.lodycdn.com/7+%E6%B0%B4%E8%B5%84%E6%BA%90%E9%A3%8E%E9%99%A9%E8%AF%84%E4%BC%B0%E8%AE%B0%E5%BD%95-aidllBpkKrlIIlSRnlljkojkiio.pdf?dp=GvUApKfKKUAU</a> (Chinese)</p>
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as the water-related risk assessment identified the risks as low.
<b>8. BIODIVERSITY AND ECOSYSTEM SERVICES</b>		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has established procedures for the protection of Biodiversity and undertaken a Biodiversity risk assessment. The Entity is located in an industrial park developed by the local Government and there are no protected flora or wildlife in the area. The risk assessment determined that there is no significant risk of Biodiversity impact.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the Biodiversity assessment did not identify any significant impacts on Biodiversity or Ecosystem Services.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the Biodiversity assessment did not identify any significant impacts on Biodiversity or Ecosystem Services.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as the Biodiversity assessment did not identify any Priority Ecosystem Services.
8.4 Alien Species	Conformance	The Entity has established procedures for the protection of Biodiversity, which addresses Alien Species including the evaluation and control of

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		the risks of Alien Species accidentally introduced through operational activities.
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity has established the requirement for “No Go” in World Heritage Properties in its ASI Performance Assurance Manual, which includes a commitment to not explore or develop New Projects or make Major Changes in World Heritage Properties. The Entity is located in an industrial park developed by local Government and there are no World Heritage Properties in this area.
8.6a-d Protected Areas	Conformance	The Entity has established the requirement for Protected Areas in its ASI Performance Assurance Manual. The Entity is located in an industrial park developed by local Government which is not a Protected Area.
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	Minor Non-Conformance	<p>The Entity has established a Social Responsibility Policy, which includes a commitment to respect Human Rights, respect employees' civil rights and eliminate Discrimination. The Policies is available for internal and external Stakeholders and is reviewed at least every five years or as required following annual ESG-related risk assessment. The Social Responsibility Policy is available at:</p> <p><a href="https://rkrorwxhkkkr5q.ldycdn.com/ASI%E7%A4%BE%E4%BC%9A%E8%B4%A3%E4%BB%BB%E6%96%B9%E9%92%88-aidlrBpkKrlISRNljlorrio.pdf?dp=GvUApKfKKUUAU">https://rkrorwxhkkkr5q.ldycdn.com/ASI%E7%A4%BE%E4%BC%9A%E8%B4%A3%E4%BB%BB%E6%96%B9%E9%92%88-aidlrBpkKrlISRNljlorrio.pdf?dp=GvUApKfKKUUAU</a></p> <p>The Entity has established a Human Rights Due Diligence procedure, conducted Human Rights Due Diligence and issued a Due Diligence Report. No adverse Human Rights impacts have been reported since the Entity's establishment and therefore remediation is not required.</p> <p>The Entity extends its commitment to Human Rights in its supply chain. A sample of supplier assessments however confirmed that some suppliers have not completed the Human Rights Due Diligence assessment as required.</p>
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	<p>The Entity has developed a women's protection management procedure to address women's rights and interests and implemented control measures to ensure the rights of women are met. Women Workers have not raised any complaints and have confirmed that they are aware of their rights. The promote gender equity measures the Entity has implemented the Gender Equality Project Implementation Plan, which is reviewed annually, available at:</p> <p><a href="https://rkrorwxhkkkr5q.ldycdn.com/9.2+%E4%B8%A4%E6%80%A7%E5%B9%B3%E7%AD%89%E9%A1%B9%E7%9B%AE%E5%BC%80%E5%B1%95%E8%AE%A1%E5%88%92-aidlmBpkKrlISRNljkoqkio.pdf?dp=GvUApKfKKUUAU">https://rkrorwxhkkkr5q.ldycdn.com/9.2+%E4%B8%A4%E6%80%A7%E5%B9%B3%E7%AD%89%E9%A1%B9%E7%9B%AE%E5%BC%80%E5%B1%95%E8%AE%A1%E5%88%92-aidlmBpkKrlISRNljkoqkio.pdf?dp=GvUApKfKKUUAU</a></p> <p>The Implementation Plan however was not complete and the measures and methods for evaluation require improvement.</p>

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9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an area with no presence of Indigenous Peoples.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an area with no presence of Indigenous Peoples.
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 it is located in an area with no presence of Indigenous Peoples.
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has formulated a cultural and sacred heritage protection management procedure. Based on the Construction Project Environmental Impact Report, issued by the Gongyi Environmental Science Research Institute, there are no cultural or sacred heritage sites or values 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 sites and values within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes that may cause displacement.
9.7a-h Affected Populations and Organisations	Minor Non-Conformance	<p>The Entity has developed and implemented a management procedure regarding Affected Populations and Organisations to commit to respect the legal and customary rights and interests in their lands and livelihoods and their use of natural resources, while exploring opportunities to respect and support community livelihoods with the Industrial Economic Zone. There have been no complaints received from local communities.</p> <p>The Entity is in contact with surrounding communities. Most of its employees are from the local area. The Entity participates in community public welfare activities and has established plan to support the surrounding communities. The Community Management and Implementation Plan is available at:  <a href="http://jnrorwxhlkklr5q.ldycdn.com/9.7+%E7%A4%BE%E5%8C%BA%E7%AE%A1%E7%90%86%E4%BD%93%E7%B3%BB%E5%92%8C%E8%AE%A1%E5%88%92%E5%AE%9E%E6%96%BD%E6%96%B9%E6%A1%88%EF%BC%882025%EF%BC%89-aidlrBpkKrllSRnlljkopkiq.pdf?dp=GvUApKfKUAU">http://jnrorwxhlkklr5q.ldycdn.com/9.7+%E7%A4%BE%E5%8C%BA%E7%AE%A1%E7%90%86%E4%BD%93%E7%B3%BB%E5%92%8C%E8%AE%A1%E5%88%92%E5%AE%9E%E6%96%BD%E6%96%B9%E6%A1%88%EF%BC%882025%EF%BC%89-aidlrBpkKrllSRnlljkopkiq.pdf?dp=GvUApKfKUAU</a></p> <p>The resources for investing into community development in the Plan however are not sufficiently clear.</p>
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Minor Non-Conformance	<p>The Entity has established a system including a supply chain Policy, conflict minerals control and management measures, responsibilities and resources, information gathering and supplier engagement. The Conflict-Affected and High-Risk Areas (CAHRAs) Policy is available at:  <a href="https://ilrorwxhlkklr5q.ldycdn.com/%E5%8F%97%E5%86%B2%E7%AA%81%E5%BD%B1%E5%93%8D%E5%92%8C%E9%AB%98%E9%A3%8E%E9%99%A9%">https://ilrorwxhlkklr5q.ldycdn.com/%E5%8F%97%E5%86%B2%E7%AA%81%E5%BD%B1%E5%93%8D%E5%92%8C%E9%AB%98%E9%A3%8E%E9%99%A9%</a></p>

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		<p><a href="#">E5%9C%B0%E5%8C%BA%EF%BC%88CAHRA%EF%BC%89%E6%96%B9%E9%92%88-aidlqBpkRrllSRnljloqrio.pdf?dp=GvUApKfKKUAU</a></p> <p>The Entity's conflict minerals control and management measures are incomplete however and the Due Diligence requirements are not sufficiently clear.</p>
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Minor Non-Conformance	<p>The Entity has conducted a risk-based Due Diligence process over their supply chain, which is imbedded in the integrated Management System and the purchasing procedures. No actual or potential risks are identified in the Due Diligence record.</p> <p>Based on the document review however, the evidence was incomplete for some supplier chains, and some information was missing.</p>
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as the risk-based Due Diligence did not identify any actual or potential risks.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	The Entity has conducted a risk-based Due Diligence process on their supply chain and suppliers are reviewed annually. The Entity's Due Diligence practices were audited as part of this ASI Audit which fulfils the requirement.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	<p>The Entity annually reports on its supply chain Due Diligence practices. in the annual Sustainability Report, page 15:  <a href="https://jkrowxhkkloIn5p.ldycdn.com/2024+Sustainability+Report-aidlMbpkRrllSRnlkjpnio.pdf?dp=GvUApKfKKUAU">https://jkrowxhkkloIn5p.ldycdn.com/2024+Sustainability+Report-aidlMbpkRrllSRnlkjpnio.pdf?dp=GvUApKfKKUAU</a> (English)</p> <p><a href="http://jnrorwxhkkklr5q.ldycdn.com/2024%E5%B9%B4%E5%BA%A6%E5%8F%AF%E6%8C%81%E7%BB%AD%E5%8F%91%E5%B1%95%E6%8A%A5%E5%91%8A-aidlkBpkRrllSRnljkorlio.pdf?dp=GvUApKfKKUAU">http://jnrorwxhkkklr5q.ldycdn.com/2024%E5%B9%B4%E5%BA%A6%E5%8F%AF%E6%8C%81%E7%BB%AD%E5%8F%91%E5%B1%95%E6%8A%A5%E5%91%8A-aidlkBpkRrllSRnljkorlio.pdf?dp=GvUApKfKKUAU</a> (Chinese)</p>
9.9 Security practice	Conformance	The Entity has implemented a security service management procedure and has clearly define the primary role of security guards, which is to protect people, property and or assets and to respect Human Rights. All security guards have been trained in Human Rights requirements. To date, no security-related Human Rights violations have occurred.
<b>10. LABOUR RIGHTS</b>		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	The Criterion is not applicable to the Entity, as it adheres to Applicable Law in China regarding Freedom of Association and Right to Collective Bargaining.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Conformance	The Entity has developed and implemented a procedure to respect the right to Freedom of Association and Collective Bargaining. A Trade Union and association for Workers is established in accordance with the legal requirement and operates on behalf of Workers to address their rights, including remuneration, working hours, rest and vacation, Health and Safety, vocational training, insurance and welfare.
10.2a-c Child Labour	Conformance	The Entity has developed and implemented a Policy on the prohibition of Child Labour. Young Workers are under special protection in the labour standards laws and are not allowed to work in hazardous

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		<p>working conditions. The Entity verifies the age of candidate by checking identification cards and during the interview. There is no Child Labour or young Workers at the Entity, with the youngest Worker aged 28 years.</p> <p>The Entity communicates the requirement to its suppliers to ensure the legal requirements on Child Labour and young Workers are followed throughout the supply chain.</p>
10.3a-c Forced Labour	Conformance	<p>The Entity has established and implemented a procedure on the prevention of involuntary labour and commits itself, and expects its suppliers, to comply with the prohibition of Forced Labour, slavery and Human Trafficking.</p> <p>There is no Worker accommodation at the Entity. Worker and management interviews and document review confirmed that employees are not required to pay any form of deposit, Recruitment Fee or advance at any stage of their employment. There is no restriction of Workers' freedom of movement at the site and Workers are free to leave the factory when not engaged in work.</p> <p>There are no foreign Migrant Workers at the Entity, all Workers are Chinese. In the labour contracts signed between the Entity and Workers, no term of Debt Bondage is found. The payslips of Workers indicate there are no illegal deductions.</p> <p>The Entity has disclosed a Modern Slavery Statement, available at: <a href="https://rkrorwxhkkkr5q.ldycdn.com/%E5%8F%8D%E7%8E%B0%E4%BB%A3%E5%A5%B4%E9%9A%B6%E5%A3%B0%E6%98%8E-aidlqBpkKrllSRnljkommiq.pdf?dp=GvUApKfKKUAAU">https://rkrorwxhkkkr5q.ldycdn.com/%E5%8F%8D%E7%8E%B0%E4%BB%A3%E5%A5%B4%E9%9A%B6%E5%A3%B0%E6%98%8E-aidlqBpkKrllSRnljkommiq.pdf?dp=GvUApKfKKUAAU</a></p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity has established an Anti-Discrimination, Harassment and Abuse Procedure that ensures equal opportunities and prohibits Discrimination in hiring, salary, promotion, training, advancement opportunities or termination of any worker. The non-Discrimination Policy is part of the training employees receive during onboarding and annual re calibration training. Worker interviews and results of the annual business conduct and conflict review process confirmed a work environment with equal opportunities and free from Discrimination.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has developed and implemented an employee complaints management procedure. Measures include regular meetings between the Trade Union and senior management, the grievance and complaints hotline and email address, and relevant operating procedures act to ensure open communication and direct engagement with Workers and their representatives regarding working conditions and resolution of workplace and compensation issues, without threat of reprisal, intimidation or harassment.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has implemented and maintains a corporate Policy to prevent Harassment and Violence in the workplace. Also, the Entity provides training on aspects of this Policy concerning the prevention of Harassment and countering Harassment and Discrimination. The Entity's 'Ethics and Compliance Integrity Line' is available in various languages to all employees to anonymously report any cases of Violence or Harassment.</p> <p>The Social Responsibility Policy is available at: <a href="http://jnrorwxhkkkr5q.ldycdn.com/ASl%E7%A4%BE%E4%BC%9A%E8%B4%">http://jnrorwxhkkkr5q.ldycdn.com/ASl%E7%A4%BE%E4%BC%9A%E8%B4%</a></p>

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		<a href="#">A3%E4%BB%BB%E6%96%B9%E9%92%88-aidlrBpkKrlIISRnljlorrio.pdf?dp=GvUApKfKKUUAU</a>
10.7a-c Remuneration	Conformance	Remuneration payments are documented and promptly paid to all Workers by bank transfer on 25 <sup>th</sup> day of every month. Employees receive remuneration for working Overtime, on public holidays, on rest days and evening shifts. Employees receive monthly payslips containing information on their wage, its calculation and any deductions such as taxes. All employees are paid wages higher than the fixed living wage in China.
10.8a-c Working Time	Conformance	The Entity has implemented an attendance and working hours system. Based on the attendance records of 14 sampled employees over a 12-month period (November 2024 to October 2025) and Workers interviews, it was confirmed that the working hours are monitored and in Compliance with Chinese labour laws and Overtime is voluntary.  The Entity operates a three-shift working hours system, and Overtime complies with legal requirements. The total weekly hours do not exceed the legal requirements, and at least one day rest in a week are guaranteed.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights through local information systems including the employee handbook, electronic boards, public bulletin boards located in every workshop, training, personal consultations and in meetings.
<b>11. OCCUPATIONAL HEALTH AND SAFE</b>		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has obtained a valid ISO 45001:2018 certificate (Certificate Number: 00524S3111R0M, valid from 9 July 2024 to 8 July 2027). The Entity has established formal Policies for Occupational Health and Safety, which are posted in the internal public areas.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has disclosed performance indicators and comparative analyses of performance with peer Businesses and leading practice in the Sustainability Report, pages 40-43: <a href="https://jkrorwxhkkloIn5p.lodycdn.com/2024+Sustainability+Report-aidlmBpkKrlIISRnlkjpnio.pdf?dp=GvUApKfKKUUAU">https://jkrorwxhkkloIn5p.lodycdn.com/2024+Sustainability+Report-aidlmBpkKrlIISRnlkjpnio.pdf?dp=GvUApKfKKUUAU</a> (English)  <a href="http://jnrorwxhkkklr5q.lodycdn.com/2024%E5%B9%B4%E5%BA%A6%E5%8F%AF%E6%8C%81%E7%BB%AD%E5%8F%91%E5%B1%95%E6%8A%A5%E5%91%8A-aidlkBpkKrlIISRnljkorlio.pdf?dp=GvUApKfKKUUAU">http://jnrorwxhkkklr5q.lodycdn.com/2024%E5%B9%B4%E5%BA%A6%E5%8F%AF%E6%8C%81%E7%BB%AD%E5%8F%91%E5%B1%95%E6%8A%A5%E5%91%8A-aidlkBpkKrlIISRnljkorlio.pdf?dp=GvUApKfKKUUAU</a> (Chinese)
11.2 Employee engagement on Health and Safety	Minor Non-Conformance	The Entity has established relevant procedures for OH&S-related controls. The mechanisms include Safety Committee meetings, a suggestion box, congress and irregular Worker interviews. The Entity has maintained records since its establishment.  Onsite observations during the Audit however found that some Workers in the coating workshop did not wear the required personal protective equipment.

#### ASI LIMITATION OF LIABILITY DISCLAIMER

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#### DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	15 April 2026	Initial Certification Audit - Full Certification

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