

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Reynaers Aluminium NV

CERTIFICATE NUMBER
562

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**GUTcert (AFNOR
GROUP)**

DATE OF ISSUE
29 APRIL 2026

DATE OF EXPIRY
28 APRIL 2029

CERTIFIED SINCE
29 APRIL 2026

AUTHORISED BY

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

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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

Design, development, sale and distribution of Aluminium systems and object solutions for building envelopes covering operations at the Group headquarters (and Aluminium Central Distribution Center) in Duffel, Belgium and Reynaers Aluminium subsidiaries sourced by its Aluminium Central Distribution Center.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Reynaers Aluminium
ENTITY NAME	Reynaers Aluminium NV
CERTIFICATION SCOPE	Design, development, sale and distribution of Aluminium systems and object solutions for building envelopes covering operations at the Group headquarters (and Aluminium Central Distribution Center) in Duffel, Belgium and Reynaers Aluminium subsidiaries sourced by its Aluminium Central Distribution Center.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Other manufacturing or sale of products containing Aluminium
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	GUTcert (AFNOR Group)
AUDIT DATE	<ul style="list-style-type: none">9 – 10 February 2026
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">30 March 2026
AUDIT SCOPE	<p>The Audit Scope covered the design, development, sale and distribution of Aluminium systems and object solutions for building envelopes covering operations at the Group headquarters (and Aluminium Central Distribution Center) in Duffel, Belgium and Reynaers Aluminium subsidiaries sourced by its Aluminium Central Distribution Center.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Other manufacturing or sale of products containing Aluminium <p>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 29 April 2026 – 28 April 2029

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 29 October 2027

CERTIFICATE NUMBER 562



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

Reynaers Aluminium NV (the 'Entity') operates a central distribution centre in Duffel, Belgium. The Entity is a part of the Reynaers Group and performs distribution, logistics, and supporting operational activities for Aluminium systems used in building envelope applications.

The Duffel site includes a range of operational and supporting functions. Key structures and activities at the site include a high-bay warehouse with automated picking systems; a low-bay warehouse for conventional storage; insulation activities (ERAP); a testing and training centre; loading docks and internal transport infrastructure; office and administrative areas; and canteen, parking, and maintenance facilities. The primary activities conducted relate to the storage, handling, and distribution of Aluminium profiles and related system components. This includes warehousing, order processing, logistics coordination, and shipment preparation. Limited operational activities including insulation processes and product-related testing are also performed.

The Entity is situated within an established industrial zone in Duffel, Province of Antwerp. The surrounding area includes both industrial and residential zones. A protected architectural heritage site (a historical farmhouse dating from the first half of the 19th century) is located near the site boundary. A buffer zone is maintained to support its preservation.

The Entity operates under applicable Belgian and European Union regulatory frameworks. Management systems, including environmental and Occupational Health and Safety (OH&S) systems, are implemented at site level, while corporate sustainability governance is coordinated at Group level. The workforce consists of both 'blue-collar' and 'white-collar' employees, with employment conditions governed by Belgian labour law and applicable collective agreements.

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	High	High	Medium	HIGH
RISKS	High	High	High	HIGH
PERFORMANCE	High	High	Medium	HIGH
OVERALL		HIGH		

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented topic-specific systems to ensure compliance with Applicable Laws and regulations. Environmental legislation is monitored through a structured cross-functional working group supported by an external consultant and tracked via the 'Legislation Control Tower' tool. Governance issues are overseen with the support of an external advisor, and compliance is confirmed through internal audit processes. Social legislation updates are received via external social secretariats.
1.2 Anti-Corruption	Conformance	The Entity has implemented anti-Corruption measures through its Code of Conduct and related training and has formalised these commitments in a dedicated Anti-Corruption Policy.
1.3a-e Code of Conduct	Conformance	The Entity has implemented and publicly communicated a comprehensive Code of Conduct that addresses climate and environment, labour and Human Rights, Health and Safety, and governance. The Code is signed and endorsed by senior management, shared with employees and contractors, and training has been conducted. It is available at: www.reynaers.com/code-conduct
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has implemented Environmental, Social and Governance (ESG) policies and strategies aligned with Group-level commitments. These are overseen by the Group Sustainability Board and publicly reported in the annual Group Sustainability Report 2024-2030 (pages 20-21): https://issuu.com/reynaersaluminium/docs/reynaers_group_sustainability_report_-_our_sustain?fr=xKAE9_zMzMw
2.2a-c Leadership	Conformance	The Entity has established clear leadership and governance structures to oversee ESG and ASI-related responsibilities. The Group Sustainability Board, supported by dedicated working groups and project leads, ensures that relevant Policies are developed, reviewed and implemented for the Duffel campus and the broader Group.
2.3a Environmental and Social Management Systems - Environmental	Conformance	The Entity maintains an ISO 14001 certified Environmental Management System that is integrated into its operations and subject to regular internal and external review.
2.3b Environmental and Social Management Systems - Social	Conformance	The Entity has implemented procedures addressing social and labour topics and may further enhance their systematic integration into the overarching Management System.
2.4a-e Responsible Sourcing	Conformance	The Entity applies a risk-based supplier management approach incorporating ESG considerations across its supply chain, supported by its publicly available Code of Conduct: https://www.reynaers.com/code-conduct

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as it is not currently implementing any New Projects or Major Changes to existing Facilities.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as it is not currently implementing any New Projects or Major Changes to existing Facilities.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented site-specific Emergency Response Plans that are regularly tested and reviewed. An annual evacuation drill and monthly fire safety checks are conducted. Emergency plans are accessible to all employees and made available to external Stakeholders upon request.
2.8a-d Suspended Operations	Conformance	The Entity has implemented and maintains a Business Continuity Plan that includes clearly defined roles, response actions and escalation procedures to address operational disruptions.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has not undertaken any mergers or acquisitions over recent years. However, ESG considerations are embedded in existing management processes to ensure that Due Diligence requirements would be addressed in the event of future transactions.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has not undertaken any closure, decommissioning, or divestment activities over recent years. Processes are in place to ensure that ESG impacts, and Stakeholder considerations would be addressed if such activities occur in the future.

3. TRANSPARENCY

3.1a-b Sustainability Reporting	Conformance	The Entity publishes an annual Sustainability Report disclosing its governance approach and Material ESG impacts, available at: https://www.reynaers.com/sites/default/files/public/2026-02/RAD%20Sustainability%20Report%20%282024%29%20-%20Belgium%20only.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity publicly discloses that no Material fines, penalties, judgments, or non-monetary sanctions for non-compliance with Applicable Laws have been incurred. This information is available in the Sustainability Report 2024, Chapter 4.1: https://www.reynaers.com/downloads/sustainability
3.3a-c Payments to Governments	Conformance	The Entity does not make payments to governments or political parties. This is confirmed through public reporting and external audits, as stated in the Sustainability Report 2024, Chapter 4.1: https://www.reynaers.com/downloads/sustainability
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has developed a publicly available Complaints Resolution Mechanism, including an anonymous whistleblowing platform accessible to internal and external Stakeholders: https://www.reynaers.com/whistleblowing-policy

4. MATERIAL STEWARDSHIP

CRITERION	RATING	COMMENT
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has implemented 'cradle-to-gate' Life Cycle Assessments and publishes third-party verified Environmental Product Declarations (EPDs) covering approximately 45 percent of its Aluminium product sales. The EPDs are available at: https://reynaers.com/downloads and transparently include system boundaries and LCA assumptions. Also refer to: https://www.reynaers.com/downloads/product?f%5Bdownload_type%5D=epd
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has implemented 'cradle-to-gate' Life Cycle Assessments and publishes third-party verified Environmental Product Declarations (EPDs) covering approximately 45 percent of its Aluminium product sales. The EPDs are available at: https://reynaers.com/downloads and transparently include system boundaries and LCA assumptions. Also refer to: https://www.reynaers.com/downloads/product?f%5Bdownload_type%5D=epd
4.2 Product Design	Conformance	The Entity integrates sustainability objectives into the product design process to support the circular economy, as detailed in its Group Sustainability Report 2024-2030, Chapter Circular Solutions, pages 38-47: https://www.reynaers.com/downloads/sustainability
4.3a-b Aluminium Process Scrap	Conformance	The Entity has publicly committed to 100% collection and recycling of Aluminium process Scrap, supported by monitoring systems and site-level waste procedures. Refer to the Material Stewardship Policy, page 2: https://www.reynaers.com/sites/default/files/public/2026-02/RAD%20Material%20Stewardship%20Policy%20%282026%29.pdf
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity implements a recycling strategy as part of its Material Stewardship Policy and participates in initiatives like 'ReTurn' and 'ReLoad' to support closed-loop recycling of Aluminium Products. More information is available at: https://www.reynaers.com/sites/default/files/public/2026-02/RAD%20Material%20Stewardship%20Policy%20%282026%29.pdf
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity implements a recycling strategy as part of its Material Stewardship Policy and participates in initiatives like 'ReTurn' and 'ReLoad' to support closed-loop recycling and the return of Aluminium Products from customers.. More information is available at: https://www.reynaers.com/sites/default/files/public/2026-02/RAD%20Material%20Stewardship%20Policy%20%282026%29.pdf
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity annually discloses its verified GHG emissions and energy use data, including Scopes 1, 2, and 3 emissions, and has an SBTi-approved GHG emissions reduction plan in place. See Sustainability Report 2024, Chapters 2.1 and 2.2: https://www.reynaers.com/downloads/sustainability
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has publicly disclosed its GHG Emissions Reduction Plan and Pathway, aligned with the 1.5°C target. Relevant details are provided in the Sustainability Report 2024, Chapters 2.1.2 and 2.1.3: https://www.reynaers.com/downloads/sustainability
5.3b-e GHG Emissions Reduction Plans - Targets, review and disclosure	Conformance	The Entity has publicly disclosed its GHG Emissions Reduction Plan and Pathway, performance and targets in its Sustainability Report. Relevant details are provided in the Sustainability Report 2024, Chapters 2.1.2 and 2.1.3: https://www.reynaers.com/downloads/sustainability
5.4 GHG Emissions Management	Conformance	The Entity has implemented systems to manage GHG emissions and energy use. Carbon accounting and performance tracking are conducted annually and validated by the external party South Pole. Key information is published in the Group Sustainability Report 2024-2030: https://www.reynaers.com/downloads/sustainability

6. EMISSIONS, EFFLUENTS AND WASTE

6.1a-f Emissions to Air	Not Applicable	This Criterion is not applicable to the Entity, it does not conduct any manufacturing operations at its Facilities and therefore has no Material emissions to air. A risk assessment confirms no additional procedures are required.
6.2a-g Discharges to Water	Not Applicable	This Criterion is not applicable to the Entity, it does not discharge industrial wastewater. Office-related water use is treated via on-site 'grey and blackwater' systems and discharged into the municipal sewage system. A site-specific risk assessment is in place and reviewed annually.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has assessed the risk of Spills and Leakages and determined it to be low. Risk controls are reviewed annually by the external environmental coordinator.
6.4a-b Public Disclosure of Spills and Leakages	Minor Non-Conformance	Whilst the Entity has identified a low risk of Spills and Leakages, it does not, however, provide a formal process for reporting publicly, and therefore any public disclosure on the status of the number or quantity of any Spills or Leakages, even if zero.
6.5a-c Waste Management and Reporting	Conformance	The Entity discloses Hazardous and Non-Hazardous waste quantities and has implemented a waste management strategy in accordance with the waste hierarchy. Refer to the Entity's Sustainability Report 2024, Chapter 2.4: https://www.reynaers.com/downloads/sustainability
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.

CRITERION	RATING	COMMENT
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	The Entity discloses its water consumption in the Sustainability Report 2024 (Chapter 2.3), highlighting the limited environmental relevance of water use. Whilst the Entity's risk assessments confirm low Materiality, it continues to monitor water use and discharge. Refer to: https://www.reynaers.com/downloads/sustainability
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as the water-related risk has been assessed as low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has assessed Biodiversity and Ecosystem Services risks as low for its Area of Influence, supported by nature mapping (Geopunt), a Materiality analysis, and Protected Area screening (IBAT/WDPA).
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment – Priority	Not Applicable	This Criterion is not applicable to the Entity, as its risk assessment determined there was no significant risk to Priority Ecosystem Services.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as its risk assessment determined there was no significant risk to Biodiversity or Ecosystem Services.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity as its risk assessment determined there was no significant risk to Biodiversity or Ecosystem Services.
8.4 Alien Species	Conformance	The Entity has conducted a risk evaluation based on import logistics and geographical sourcing and a risk assessment regarding Alien Species. The risk of the introduction of Alien Species is minimal. The only potential pathway for Alien Species introduction would be through transport via wooden pallets which are treated according to phytosanitary regulations.
8.5a-b Commitment to “No Go” in World Heritage Properties	Conformance	The Entity has verified via a spatial risk assessment, that none of its Facilities or suppliers are in or adjacent to any designated or tentatively listed UNESCO World Heritage Properties.
8.6a-d Protected Areas	Conformance	The Entity has assessed its Area of Influence using Geopunt, WDPA and IBAT tools and concluded that risks and impacts on Protected Areas are low. This conclusion is based on a 'double materiality' assessment and confirmed through spatial analysis of biodiversity and nature protection zones.
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.

CRITERION	RATING	COMMENT
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Minor Non-Conformance	The Entity has established a structured Human Rights Impact Assessment (HRIA) approach and completed an initial risk assessment. The process is not yet fully implemented, however, and a formalised management plan to address identified risks is still under development, and there is currently no formal public disclosure of a Policy statement on Human Rights.
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	The Entity has implemented a Gender Equity Program including principles, risk assessment, and defined measures to promote equality in employment and leadership. Effectiveness is monitored and partially publicly reported in the Sustainability Report 2024, Chapter 3.2: https://www.reynaers.com/downloads/sustainability Disclosure regarding the performance of these implemented programmes and their effectiveness, however, has not been provided.
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as there are no Indigenous Peoples in 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 in 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 in the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Conformance	A protected architectural heritage site, a historical farmhouse dating from the first half of the 19 th century has been identified in proximity to the Entity. The Entity has committed to safeguarding this site by maintaining a permanent green buffer zone along the site boundary and ensuring that no construction activities take place in this area, thereby preserving the integrity of the heritage property.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	The Criterion is not applicable to the Entity, as there are no Indigenous Peoples in the Entity's Area of Influence.
9.6a-i Displacement	Conformance	This Criterion is not applicable to the Entity, there are no New Projects or Major Changes that require displacement. All site expansions relating to the Entity were undertaken without any physical or economic displacement, and through voluntary land acquisition only.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has conducted a Human Rights Impact Assessment, which did not identify any significant risks or impacts to affected populations or organisations within its Area of Influence. As a result, no further action plans or community development commitments are currently required beyond existing Due Diligence processes.

CRITERION	RATING	COMMENT
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	The Entity applies a risk-based Due Diligence system for its Aluminium supply chain, aligned with OECD principles. This includes supplier risk assessments using recognised external indices, a Responsible Sourcing Policy, and engagement through a Supplier Code of Conduct. As a 'downstream' Entity, risks related to Conflict-Affected and High-Risk Areas (CAHRAs) are managed through supplier evaluation and monitoring processes.
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	The Entity identifies and assesses risks in its Aluminium supply chain, including potential exposure to CAHRAs, using recognised external indices and supplier evaluations. As a 'downstream' Entity, risks related to CAHRAs are managed through supplier evaluation and monitoring processes.
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	The Entity has established processes to respond to supply chain risks, including escalation, supplier engagement, and corrective actions in line with OECD Due Diligence principles. While no significant risks requiring mitigation were identified, systems are in place to ensure appropriate response measures if risks arise.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	This ASI Performance Standard Audit satisfies the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity publicly reports on its supply chain Due Diligence approach, including responsible sourcing practices, supplier risk assessments, and human rights considerations, in its Group Sustainability Report 2024-2030, sections 'Responsible procurement and Due Diligence' and 'Transparency, traceability and communication': https://www.reynaers.com/downloads/sustainability Disclosure is aligned with the Entity's role as a 'downstream' Facility and the risk profile of its Aluminium supply chain.
9.9 Security practice	Not Applicable	This Criterion is not applicable to the Entity, as it does not use or contract any security services and is therefore not exposed to related Human Rights risks.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	The Entity ensures Freedom of Association and Collective Bargaining through compliance with National Law and active engagement of the Entity's Workers Council.
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	This Criterion is not applicable to the Entity, as it operates in a country (Belgium) where the right to Freedom of Association and Collective Bargaining are not restricted.
10.2a Child Labour	Conformance	The Entity has developed and implemented effective controls and safeguards in place to prevent Child Labour and complies with Belgian legislation and relevant International Standards.
10.3a-c Forced Labour	Conformance	The Entity strictly prohibits Forced Labour and human trafficking within its operations and supply chains. This commitment is embedded in

CRITERION	RATING	COMMENT
		their Code of Conduct and reinforced through their Modern Slavery Statement and supplier risk assessments. The Statement is available at: https://www.reynaers.com/sites/default/files/public/2026-02/RAD%20-%20Modern%20Slavery%20and%20Forced%20Labor%20Act%20%282026%29.pdf
10.4a-c Non-Discrimination	Conformance	The Entity promotes a culture of non-Discrimination through written commitments in its Code of Conduct, supported by internal training and formal Policies including the Entity's Human Resources Charter and Employee Regulation. The Entity expects its business partners to uphold similar values.
10.5 Communication and engagement	Conformance	The Entity ensures open and inclusive communication with employees and their representatives through structured dialogue, digital platforms, and employee surveys, fostering a safe and transparent workplace culture.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented Policies and training to prevent workplace Violence and Harassment and ensures that employees have access to internal support and reporting channels.
10.7a-c Remuneration	Conformance	The Entity complies with Belgian labour legislation and sector collective agreements regarding wages, including indexed minimum wage levels, documented employment contracts, and timely wage payments.
10.8a-c Working Time	Conformance	The Entity complies with national legislation on working time, including time registration, rest periods, Overtime compensation, and annual leave entitlements. Based on document review and interviews, no excessive working time patterns were identified.
10.9a-b Informing Workers of Rights	Conformance	The Entity ensures that Workers are informed about their rights through written employment contracts and internal Policies.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented and maintains an Occupational Health and Safety (OH&S) Management System certified to ISO 45001:2018, that applies to all Workers and visitors. Internal audits and management reviews are conducted regularly to ensure effectiveness and continuous improvement of the Management System.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has implemented and maintains an OH&S Management System certified to ISO 45001:2018, subject to regular internal reviews and a three-year recertification cycle. Performance indicators and benchmarking information are published in the Sustainability Report 2024, Chapter 3.1: https://www.reynaers.com/downloads/sustainability
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established mechanisms for Workers to raise and discuss OH&S concerns, as evidenced by the implementation of an OH&S Committee.

ASI LIMITATION OF LIABILITY DISCLAIMER

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	29 April 2026	Initial Certification Audit – Full Certification
