

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Independent Extrusions Ltd

CERTIFICATE NUMBER
556

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

CERTIFICATION LEVEL
**FULL
CERTIFICATION**

ASI ACCREDITED
AUDITING FIRM
**SUSTAINABLE
CERTIFICATION PTY LTD**

DATE OF ISSUE
25 MAY 2026

DATE OF EXPIRY
24 MAY 2029

CERTIFIED SINCE
25 MAY 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

Extrusion, warehousing and
distribution of Aluminium products
and services at Independent
Extrusions Ltd's operations located
in Hamilton, New Zealand.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Independent Extrusions Ltd
ENTITY NAME	Independent Extrusions Ltd
CERTIFICATION SCOPE	Extrusion, warehousing and distribution of Aluminium products and services at Independent Extrusions Ltd's operations located in Hamilton, New Zealand.
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Semi-Fabrication
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	Sustainable Certification Pty Ltd
AUDIT DATE	<ul style="list-style-type: none">3 – 5 March 2026
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">27 March 2026
AUDIT SCOPE	<p>The Audit Scope included the extrusion, warehousing and distribution of Aluminium products and services at Independent Extrusions Ltd's operations in Hamilton, New Zealand.</p> <p>Supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Semi-Fabrication <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 25 May 2026 – 24 May 2029

NEXT AUDIT TYPE Surveillance Audit

NEXT AUDIT DATE 24 May 2027

CERTIFICATE NUMBER 556



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

Independent Extrusions Ltd ('INEX', or the 'Entity') is a privately owned Aluminium extrusion company based in Hamilton, New Zealand. Established in 1997, the Entity extrudes and supplies Aluminium profiles for the building, construction and Original Equipment Manufacturer (OEM) sectors, used across residential, commercial and infrastructure applications throughout New Zealand.

The Entity's manufacturing facility is located in Te Rapa, Hamilton. The Entity operates two extrusion presses with a combined production capacity of approximately 18,000 tonnes per annum. More than 130 people are employed at the Entity in extrusion, tooling and other core support functions, enabling consistent production and strong operational control. The Entity's workforce includes a skilled team with decades of Aluminium extrusion and manufacturing experience. This capability underpins the Entity's ability to meet technical requirements, maintain consistent product quality, and to work closely with customers to deliver fit for purpose extrusion solutions.

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 subscribed to a legal Compliance platform that identifies all relevant legislation applicable to the business and the activities it conducts. The Entity receives notification of all amendments to this legislation, which are communicated to relevant staff members for their awareness. The Entity is a member of the Employers and Manufacturers Association and has specialist legal counsel appointed to provide specific advice as and when required.
1.2 Anti-Corruption	Conformance	<p>The Entity has established an Anti-Corruption Policy and other relevant documents including a Responsible Sourcing Policy and a 'Whistleblowing' Policy that form the basis of its commitment against Corruption in all its forms. The Entity has communicated the Policies internally and provided relevant training to its employees. The Policies are reviewed periodically.</p> <p>The Anti-Corruption Policy is integrated into the Code of Conduct, page 10: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68e30528ef07c53d2e71aeeb_INEX%20Code%20of%20Conduct%202025.pdf</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has established a Code of Conduct that communicates its principles in relation to its environmental, social and governance performance. The Code is reviewed periodically, is communicated internally to employees and is publicly available at:</p> <p>https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68e30528ef07c53d2e71aeeb_INEX%20Code%20of%20Conduct%202025.pdf</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established environmental, social and governance relevant Policies that are approved by the CEO and are communicated internally to staff members and externally as appropriate. The Entity's Policies are available at:</p> <p>https://www.inex.co.nz/publications</p>
2.2a-c Leadership	Conformance	The Entity has appointed an individual as the Management Representative to lead and communicate the relevant environmental, social and governance Policies throughout the business. The Management Representative has approved and appointed a project group, inclusive of internal staff members and independent external service providers, to conduct the work to ensure compliance with the relevant environmental, social and governance Policies.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has established an Environmental Management System that includes policies, processes and records relevant to both environmental and social aspects of the Entity's operations.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has established a Social Management System that is reflected within the Code of Conduct and internal Human Resources documentation.

CRITERION	RATING	COMMENT
2.4a-e Responsible Sourcing	Conformance	The Entity has established and implemented a Responsible Sourcing Policy that is consistent with relevant environmental, social and governance principles: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68edb8496fa457fc11be68a8_Responsive%20Sourcing%20Policy.pdf
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes. The Entity has, however, established processes for conducting an Environmental and Social Impact Assessment in the event of it undertaking New Projects or Major Changes to its Facility.
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there are no New Projects or Major Changes. The Entity has, however, established processes for conducting a Human Rights Impact Assessment in the event of it undertaking New Projects or Major Changes to its Facility.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity has established Emergency Management Plans and documentation relevant to the activities it conducts at its Facility. The Plans consider those Stakeholders that would be affected if such an emergency were to occur.</p> <p>The Entity conducts training and scenario testing at its Facility ensuring that its employees understand the risks associated with the activities it conducts and the processes to follow in the event of such an incident. The Emergency Management Plans are lodged with and approved by the relevant authorities.</p>
2.8a-d Suspended Operations	Conformance	The Entity has established a Business Continuity Plan that identifies potential circumstances that may cause a suspension of its activities and the processes it would undertake if these situations were to eventuate. The Entity has conducted a business resilience scenario test the impact on its Aluminium supply chain in the event of supplier disruptions and identified the preferred actions to ensure continuity of normal operations.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Mergers and Acquisitions Policy that identifies the Due Diligence processes it shall undertake in the event that a merger or an acquisition occurs.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a Decommissioning and Divestment Planning Guideline that identifies the processes to be undertaken in the event of the closure of the business and/or its Facilities.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity publishes a Sustainability Report that discloses its governance approach, and the Material environmental and social impacts from its activities: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf
3.2 Non-compliance and Liabilities	Conformance	The Entity has disclosed in its annual 2025 Sustainability Report (page 22) that there were no non-compliances or Material fines issued to the business in the reporting period: https://cdn.prod.website-

CRITERION	RATING	COMMENT
		files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf
3.3a-c Payments to Governments	Conformance	The Entity has established an Anti-Corruption Policy and has stated within the Code of Conduct (page 9) that it does not make any payments to government such as political donations and/or contributions: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68e30528ef07c53d2e71aeeb_INEX%20Code%20of%20Conduct%202025.pdf
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established a 'Whistleblowers' Policy and a feedback mechanism (on the external website) where both internal and external Stakeholders can communicate any grievances, without fear of retribution. The mechanism is available at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c67628c2c0798abf07b3_INEX%20feedback%20and%20concerns.pdf
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Conformance	The Entity commissioned an independent external service provider to conduct a Life Cycle Assessment (LCA) of its Products in accordance with relevant international standards. The Entity has provided the resulting LCA information on its Products to customers and provides a communication mechanism for interested parties to request this information: https://www.inex.co.nz/contact-us
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has commissioned an independent external service provider to conduct a Life Cycle Assessment (LCA) of its Products in accordance with relevant international standards with system boundaries identified. The Entity has provided the resulting LCA information on its Products to customers and provides a communication mechanism for interested parties to request this information: https://www.inex.co.nz/contact-us
4.2 Product Design	Conformance	The Entity has established a Product Design Policy and associated Guidelines that identify its requirements in relation to sustainability and life cycle performance requirements that are to be considered before a design is accepted for production/operation.
4.3a-b Aluminium Process Scrap	Conformance	The Entity has established Policies and processes to ensure all Aluminium Scrap generated at its production Facilities is retained and recycled. These Policies and processes also document how the Entity works to reduce the production of Scrap in its processes. The Entity has implemented these Polices and processes which are embedded into its operations. All Scrap from its current production process is collected and returned for recycling. The Entity reports its recycling plan and performance in its 2025 Sustainability Report, page 12: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf

CRITERION	RATING	COMMENT
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	Minor Non-Conformance	<p>The Entity has implemented a recycling strategy to monitor and continually review its Scrap material generated through production. The Entity publicly discloses its plan within its 2025 Sustainability Report, page 11: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p> <p>However, the Entity has currently not engaged in planning around the circular economy of the Products it releases to its customers.</p>
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	<p>The Entity has identified and accounted for its Material energy use and Greenhouse Gas (GHG) emissions from its activities, including both process and procurement emissions. The data have been independently verified and are publicly disclosed within the 2025 INEX GHG Emissions and Energy Report at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c70c382b923e3862672e_INEX%20GHG%20emissions%20and%20energy%20report%202025.pdf</p>
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 established a GHG Emissions Reduction Plan and Pathway using the ASI endorsed methodology. The Plan and Pathway address both direct (process) and indirect (procurement) GHG emissions. The GHG Emissions Reduction Plan and Pathway are available in the 2025 INEX GHG Emissions and Energy Report at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c70c382b923e3862672e_INEX%20GHG%20emissions%20and%20energy%20report%202025.pdf</p>
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Conformance	<p>The Entity has established a GHG Emissions Reduction Plan and Pathway using the ASI endorsed methodology. The Plan and Pathway address both direct (process) and indirect (procurement) GHG emissions. The GHG Emissions Reduction Plan and Pathway and the Entity's performance against the Plan is available in the 2025 INEX GHG Emissions and Energy Report at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c70c382b923e3862672e_INEX%20GHG%20emissions%20and%20energy%20report%202025.pdf</p>

CRITERION	RATING	COMMENT
5.4 GHG Emissions Management	Conformance	The Entity in conjunction with specialist independent service providers has established a Management System that provides operating controls to ensure GHG emissions data is collected, reviewed and verified, in accordance with meeting its GHG Emissions Reduction Plan and targets. The Entity has implemented a system where actions to manage GHG emissions performance are documented and tracked.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has commissioned an independent external service provider to identify and monitor its Emissions to Air and to develop action plans to minimise any exposure. Following the implementation of action plans through the development of greater controls for the release of emissions to air such as improved filtering systems, there are no residual Material issues relevant to air quality, and the monitoring demonstrates the Entity meets all applicable air emission limits. The Entity's approach to managing its Emissions to Air is disclosed in the 2025 Sustainability Report, page 14: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf
6.2a-g Discharges to Water	Conformance	The Entity has undertaken an independent assessment of its Discharges to Water and established a Management Plan based on the findings of an independent external service providers' report. The Entity has disclosed its approach to managing its Discharges to Water with an overview of water quality monitoring results in its annual 2025 Sustainability Report, page 15: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has undertaken a risk assessment of Spills and Leakages by an independent external service provider in relation to its activities. From this assessment, the Entity has established and implemented a Spill Risk Management Plan and associated training for staff on preventing Spills and appropriate cleanup if a Spill were to occur. The Entity publicly disclosed its plan to manage Spills or Leakages within the 2025 Sustainability Report, page 16: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity has formalised an Emergency Response Plan that identifies those Stakeholders who may be affected by a Spill or Leakage from the Entity's Facility. These Stakeholders will be contacted in the event of a Spill or Leakage and the Entity will publicly disclose any Spill or Leakage that may occur within the annual Sustainability Report.
6.5a-c Waste Management and Reporting	Conformance	The Entity has quantified and publicly disclosed the quantities of Hazardous and Non-Hazardous Waste generated by its activities. The Entity has implemented plans to reduce, reuse and recycle to minimise its Waste generation. The Entity's data on Waste and its approach to Waste reduction are disclosed in the annual 2025 Sustainability Report, pages 11-12: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf

CRITERION	RATING	COMMENT
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6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity has identified and assessed its water abstraction and usage. The Entity has assessed its water related risks and identified that any impact associated with water use and discharge from the Facility due to its operational activities is considered to be low.</p> <p>The Entity has disclosed its water withdrawal and use data in the 2025 Sustainability Report, page 17: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p>
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as its water related risks are demonstrated to be low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	<p>The Entity commissioned an independent external service provider to conduct a Risk and Impact Assessment for Biodiversity and Ecosystem Services for areas surrounding the facility (Area of Influence) to identify risks and impacts from its operational activities. The risks and potential impacts to Biodiversity and Ecosystem Services from its operations are demonstrated to be 'low'.</p> <p>The Entity has described its approach to assessing and managing potential impacts on Biodiversity in its 2025 Sustainability Report, page 18: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p>
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	The Criterion is not applicable to the Entity, as the risks and potential impacts to Biodiversity and Ecosystem Services from its operations are demonstrated to be 'low'.
8.2a-g Biodiversity Management	Not Applicable	The Criterion is not applicable to the Entity, as the risks and potential impacts to Biodiversity and Ecosystem Services from its operations are demonstrated to be 'low'.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	The Criterion is not applicable to the Entity, as the risks and potential impacts to Biodiversity and Ecosystem Services from its operations are

CRITERION	RATING	COMMENT
		demonstrated to be 'low'. The Entity's assessment concluded that there were no Priority Ecosystem Services identified.
8.4 Alien Species	Conformance	The Entity has established and implemented an Alien Species Policy and has commissioned an independent assessment of the risk associated with its activities in relation to permitting Alien Species into the environment. The assessment concluded the risks regarding the introduction of Alien Species are minimal to none. The Entity's external service providers carrying materials are fully compliant with the Ministry for Primary Industry NZ's regulations.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has established a Protected Areas and World Heritage Sites Policy that confirms the business will never establish facilities within World Heritage or Protected Areas.
8.6a-d Protected Areas	Conformance	<p>The Entity has established a Protected Areas and World Heritage Sites Policy that confirms the business will never establish facilities within a World Heritage or Protected Areas.</p> <p>The Entity's Facility is not located within or surrounding Protected Areas. The Entity's production site has met and complied with all relevant regulations and legal requirements for its activities.</p>
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	<p>The Entity has established and implemented a Human Rights Policy that aligns and complies with local regulatory and recognised Human Rights standards, available at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c674ca684c1ab6cb9eb5_POLICY%20-%20Human%20Rights.pdf</p> <p>The Entity commissioned an independent external consultant to conduct a Human Rights Due Diligence assessment of the business. The resulting report demonstrated there is a 'low' risk score associated with the Entity.</p>
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	<p>The Entity has established and implemented a Gender Equity Policy and a Gender Equity Management Plan that have set relevant targets that the Entity is working towards. The Entity has disclosed its commitment and targets at: https://www.inex.co.nz/publications</p> <p>The Entity also reports on its Gender Equity Policy and women's empowerment initiative in the 2025 Sustainability Report, page 21: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p> <p>However, the Entity has not disclosed the results of its performance associated with the targets/objectives established within these documents.</p>

CRITERION	RATING	COMMENT
9.3a-i Indigenous Peoples	Conformance	<p>The Entity has established a Human Rights Policy that includes a commitment to 'Te Tiriti o Waitangi' (the Treaty of Waitangi) and associated obligations. This commitment is communicated throughout the workplace. The Human Rights Policy is available at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c674ca684clab6cb9eb5_POLICY%20-%20Human%20Rights.pdf</p> <p>Indigenous Peoples form part of the workforce at all levels. The Entity has established cultural awareness practices throughout the business in accordance with already established local practices.</p>
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 New Projects or Major Changes.
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 New Projects or Major Changes.
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as it conducts its activities within an established industrial zone in accordance with and approved by the local city council regulations regarding cultural and sacred heritage identified areas.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as it conducts its activities within an established industrial zone in accordance with and approved by the local city council regulations regarding cultural and sacred heritage identified areas.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it has not initiated any New Project and/ or Major Changes since joining as an ASI Member and has not caused Displacement.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has established and implemented a Community and Stakeholder Engagement Plan that identifies Affected Populations. The Entity's assessment of impacts demonstrates that it does not have Material impacts on potentially Affected Populations.
9.8a Conflict-Affected and High-Risk Areas - Strong management systems	Conformance	<p>The Entity has established and implemented a responsible sourcing process, including a Responsible Sourcing Policy. The Entity's process defines the qualification requirements that a supplier must meet and includes all documentation to be collected from its suppliers.</p> <p>The Responsible Sourcing Policy is available at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68edb8496fa457fc11be68a8_Responsible%20Sourcing%20Policy.pdf</p>

CRITERION	RATING	COMMENT
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	<p>The Entity has established a responsible sourcing process that includes a risk assessment process and a review of its supply chain and suppliers, which is undertaken on an annual basis.</p> <p>Through its responsible sourcing processes, the Entity identifies and reviews its suppliers and ensures they meet its defined responsible sourcing requirements. The Entity's process defines the qualification requirements that a supplier must meet and includes all documentation to be collected from its suppliers.</p>
9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks	Conformance	<p>The Entity has established a Responsible Sourcing process that includes a risk assessment process and review of supply chain/ suppliers, which is undertaken on an annual basis.</p>
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	<p>This ASI Performance Standard Audit satisfies the requirements of this Criterion.</p> <p>The Entity commissioned an external independent service provider to conduct a Due Diligence assessment of its activities for the 2025 reporting period.</p>
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	<p>The Entity reports on its responsible sourcing process within its 2025 Sustainability Report, page 22: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_501db12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p>
9.9 Security practice	Conformance	<p>The Entity has a minimal to low risk associated with requirements for security services based on the location of the Facility being in an industrial zone of the city. The security services appointed by the Entity meet the local regulatory requirements to provide their services and comply with the Entity's Human Rights Policy.</p>
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	<p>The Entity has established processes where it allows its workforce to elect Trade Union representatives and to negotiate Collective Employment Agreements between itself and its Workers in conjunction with an external Trade Union member. A Collective Employment Agreement (CEA) was signed by all parties in September 2025.</p>
10.1d Freedom of Association and Right to Collective Bargaining - Alternative means in context of Applicable Law	Not Applicable	<p>This Criterion is not applicable as the Entity, it does not operate in a country where Applicable Law restricts the right to Freedom of Association and Collective Bargaining.</p>
10.2a-c Child Labour	Conformance	<p>The Entity has made commitments to comply with relevant regulatory requirements regarding Child Labour, and the commitment is extended to its suppliers. The commitment is made in the Entity's Code of Conduct, page 6: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68e30528ef07c53d2e71aeeb_INEX%20Code%20of%20Conduct%202025.pdf</p>

CRITERION	RATING	COMMENT
10.3a-c Forced Labour	Conformance	<p>The Entity complies with Applicable Law and its own Policies/ statements in relation to the prevention of Forced Labour, within both its own Facility and its supply chain.</p> <p>The Entity has made public commitments against Forced Labour in its Human Rights Policy and its Responsible Sourcing Policy: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c674ca684c1ab6cb9eb5_POLICY%20-%20Human%20Rights.pdf and https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68edb8496fa457fc1lbe68a8_Responsible%20Sourcing%20Policy.pdf</p> <p>The Entity has issued a Modern Slavery Statement incorporated into its 2025 Sustainability Report, page 21: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_50ldb12c9f5c4e9d4639219d88d412be_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p>
10.4a-c Non-Discrimination	Conformance	<p>The Entity has established and implemented formal processes in Compliance with both Applicable Law and its own Policies/ statements to ensure that there is no Discrimination against its Workers. There are mechanisms implemented for any Worker who feels they are Discriminated against to raise their concerns without retribution.</p> <p>The Entity conducts annual reviews of its Workers positions and remuneration to ensure there is no Discrimination. Remuneration is associated with the provisions outlined in individual or collective employment agreements.</p>
10.5 Communication and engagement	Conformance	<p>The Entity has established and implemented formal communication pathways whereby Workers can raise any and all concerns relevant to working conditions, workplace and compensation issues without threat of reprisal, intimidation, Violence or Harassment.</p>
10.6a-g Violence and Harassment	Conformance	<p>The Entity has established and implemented a Bullying and Harassment Policy that is communicated to all staff members along with the Code of Conduct. The Policy sets the expectations of the basic requirements whilst working within the organisation and specifically addresses Violence and Harassment.</p> <p>The Bullying and Harassment Policy is available at: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/68e3052446a5dced254cbfc6_POLICY%20-%20Bullying%20%26%20Harrassment.pdf</p>
10.7a-c Remuneration	Conformance	<p>The Entity has implemented formalised processes using payroll systems that ensure that all Workers receive remuneration based upon the agreement between the employer and the employee which specifies the amount and frequency of remuneration. These processes comply with Applicable Law. Workers receive payslips, and the amount of remuneration is in alignment with contractual arrangements such as Collective Agreements or contracts for salaried positions.</p>
10.8a-c Working Time	Conformance	<p>The Entity has established formal agreements between itself and its employees that stipulate the Working Time specific to each position, inclusive of Overtime arrangements. All Overtime is voluntary, and the</p>

CRITERION	RATING	COMMENT
		Entity monitors and controls the amount of Overtime worked by individual Workers, in alignment with the Collective Agreement executed between the Entity, Workers and Union representatives.
10.9a-b Informing Workers of Rights	Conformance	The Entity has implemented formalised processes to inform Workers of their rights in relation to both individual and collective agreements for the roles the Worker conducts. These agreements are made and signed by both parties prior to the Worker commencing employment with the Entity. Workers are informed of their rights in the onboarding process.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has established an Occupational Health and Safety (OH&S) Management System that has been implemented throughout the business. The OH&S Management System identifies how the organisation will address and action OH&S related issues/concerns/opportunities.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	<p>The Entity has established an OH&S Management System that has been implemented throughout the business. The OH&S Management System identifies how the organisation will address and action OH&S related issues/concerns/opportunities.</p> <p>The OH&S Management System includes monitoring actions, and the System is periodically reviewed. The Entity has publicly disclosed its OH&S performance, including lagging indicators, within its 2025 Sustainability Report, page 19: https://cdn.prod.website-files.com/679c354b7b06ea6a878ec9a7/69b1c66e90891da9ef6973cb_WEBSITE%20-%20Sustainability%20Report%202025.pdf</p> <p>However, the Entity had not published its leading indicators to identify activities developed to prevent any OH&S incidents or issues from occurring.</p>
11.2 Employee engagement on Health and Safety	Conformance	The Entity allows Workers to freely elect OH&S representatives throughout the business. The Entity has established an OH&S Committee whereby any OH&S issues/ opportunities may be communicated and actioned appropriately.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	25 May 2026	Initial Certification Audit – Full Certification