

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Jiangsu Synprim Metal Materials Technology Co., Ltd

CERTIFICATE NUMBER

400

ASI STANDARD

PERFORMANCE
STANDARD
(V3.1 2023)

CERTIFICATION LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM

CHINA QUALITY
MARK
CERTIFICATION
GROUP

DATE OF ISSUE

21 JANUARY 2026

DATE OF EXPIRY

20 JANUARY 2029

CERTIFIED SINCE

21 JANUARY 2025

AUTHORISED BY

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Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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*

CERTIFICATION SCOPE

Aluminium cutting processes,
packaging and sales management
activities at Jiangsu Synprim Metal
Materials Technology Co., Ltd,
located in Jiangsu, China.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Jiangsu Synprim Metal Materials Technology Co., Ltd
ENTITY NAME	Jiangsu Synprim Metal Materials Technology Co., Ltd
CERTIFICATION SCOPE	Aluminium cutting processes, packaging and sales management activities at Jiangsu Synprim Metal Materials Technology Co., Ltd, located in Jiangsu, China.
SUPPLY CHAIN ACTIVITIES	Material Conversion
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	- Initial Certification Audit (29 – 30 August 2024) - Surveillance Audit (2 – 3 April 2026)
AUDIT FIRM	China Quality Mark Certification Group
AUDIT DATE	29 – 30 August 2024 (Initial Certification Scope) 2 – 3 April 2026 (Surveillance Audit)
AUDIT REPORT SUBMISSION	23 September 2024 (Initial Certification Scope) 16 April 2026 (Surveillance Audit)
AUDIT SCOPE	<u>Initial Certification Audit (29 – 30 August 2024)</u> The Aluminium cutting processes, packaging and sales management activities at Jiangsu Synprim Metal Materials Technology Co., Ltd, located at No.88 Zhonghua Road, Kunshan City, Jiangsu Province, China. Supply chain activities included in the Audit Scope: - Material Conversion (Production and Transformation) All relevant Criteria in the ASI Performance Standard were included in the Audit Scope. <u>Surveillance Audit (2 – 3 April 2026)</u> The Aluminium cutting processes, packaging and sales management activities at Jiangsu Synprim Metal Materials Technology Co., Ltd, located at No.88 Zhonghua Road, Kunshan City, Jiangsu Province, China. Supply chain activities included in the Audit Scope: - Material Conversion (Production and Transformation) All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.
AUDIT OUTCOME	Certification
AUDIT METHODOLOGY DECLARATION	The Auditors confirm that:

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- ☑ The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.
 - ☑ The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.
 - ☑ 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.
 - ☑ The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
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CERTIFICATION PERIOD	21 January 2026 – 20 January 2029
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NEXT AUDIT TYPE	Surveillance Audit
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NEXT AUDIT DATE	20 July 2027
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CERTIFICATE NUMBER	400
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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

Jiangsu Synprim Metal Materials Technology Co., Ltd., (the 'Entity') is located at 88 Zhonghua Road, Chengbei, Kunshan City (Kunshan Airport Industry Supporting Base), Jiangsu Province, China. Operations commenced in 2021 and at present includes 34 employees, nine of which are women. Its core business principle is 'cooperative innovation, advanced quality, and sustainable development'.

The Entity's processes comprise shearing, processing, and selling Aluminium rolls, mostly used in 3C products such as anode Aluminium for 3C consumer electronics, recycled anode Aluminium, low-carbon anode Aluminium, high-strength anode Aluminium, and ultra-light metal materials. The Entity supplies materials to the supply chain of terminal brands such as HP, Lenovo, Dell, Asus, Acer, Huawei and Honor. The current sales volume is approximately 4,500 tonnes per annum, with the primary destination of products mainly to China and Vietnam.

The Entity's production area is approximately 4,000 square metres (m²), with an office space of 400 m². The facility includes administrative offices, warehouses, workshops and testing rooms.

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 implemented processes to ensure and monitor its Legal Compliance with Applicable Law and other requirements. The Entity's Administrative Department is responsible for conducting assessments and reporting on compliance and training employees.
1.2 Anti-Corruption	Conformance	The Entity has implemented an Anti-Corruption and Bribery Control Procedure that addresses anti-Bribery requirements and ensures its effectiveness.
1.3a-e Code of Conduct	Conformance	The Entity has established an ASI Code of Conduct, which addresses standards for environmental, social and governance behaviour. The conducts annual internal audits and management reviews to assess compliance with the Code. The Code is available at: https://www.synprim.com/help-item-25.html
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	The Entity has developed an integrated Environmental, Social and Governance (ESG) Policy. The Policy is reviewed as part of the Entity's annual management review. The ESG Policy is available at: https://img01.71360.com/w3/o5z3ww/20240702/eec0386520b9ddde940e41884adfc3c8.pdf
2.2a-c Leadership	Conformance	The Entity has established a team for implementation of the Entity's policies and identified all responsible persons relevant to the ASI Performance Standard. The Entity has designated a Management Representative responsible for implementation, compliance, and communication on the ASI Standards.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented an Integrated Management System that addresses quality, environmental and Occupational Health and Safety (OH&S) areas. The Management System is ISO 14001 certified.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented a Social Management System that addresses the SA8000 requirements (currently not certified).
2.4a-e Responsible Sourcing	Conformance	The Entity has developed and implemented a Business Code of Conduct for Suppliers that addresses environmental, social, and governance issues. The Code, which the suppliers must sign along with the General Purchasing Terms and Conditions, is essential to daily business. The Entity's ASI Management Manual includes the requirement for the review of the Responsible Procurement Policy at least every five years. The Responsible Procurement Policy is available at: https://www.synprim.com/help-item-21.html
2.5a-g Environmental and Social Impact Assessments	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or substantial changes to its current Facility.

CRITERION	RATING	COMMENT
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or substantial changes to its current Facilities.
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented an Emergency Response Plan with the Community's involvement. The effectiveness of the Emergency Response Plan is monitored, and training drills are regularly conducted. The Emergency Response Plan, known as the Occupational Hazard Accident Emergency Plan, is available at: https://www.synprim.com/help-item-59.html
2.8a-d Suspended Operations	Conformance	The Entity has developed a Suspended Operations Management Procedure to address production suspensions and restructures due to Force Majeure events, which considers Material adverse impacts on environmental, social and governance (ESG) aspects. The procedure is reviewed whenever any Material change alters the nature and scale of ESG-related risks. No such changes have occurred to date.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a Merger and Acquisition Procedure that addresses environmental, social, and governance factors for consideration when executing a merger or acquisition. There have been no mergers or acquisitions since the Entity became an ASI member.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has specified the relevant requirements for closure, decommissioning and divestment in its ASI Management Manual with a procedure to ensure ESG practices are reviewed during the planning process for closure, decommissioning and divestment. To date, no closure, decommissioning or divestment has occurred at the Entity.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity publicly discloses its governance practices together with its sustainability performance in the Entity's annual Sustainability Report, available at: https://www.synprim.com/help-item-53.html
3.2 Non-Compliance and Liabilities	Conformance	The Entity has disclosed in its Sustainability Report that there were no non-Compliances with relevant environmental legislation in 2025: https://www.synprim.com/help-item-53.html
3.3a-c Payments to Governments	Conformance	The Entity has implemented a defined approval process that controls payments made and undertakes regular financial audits. The Entity's Sustainability Report discloses a statement from its Finance Department, available at: https://www.synprim.com/help-item-53.html
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has established a procedure to register and manage complaints, grievances and requests for information received from Stakeholders. The Entity's Complaints Resolution Mechanism is available via a hotline (18013621684) and via email: (parker@synprim.com).
4. MATERIAL STEWARDSHIP		

CRITERION	RATING	COMMENT
4.1a Environmental Life Cycle Assessment	Conformance	The Entity has established and implemented an Environmental Management System and environmental impacts throughout the full life cycle of Aluminium Products are considered. The Entity appointed a Third Party to verify the Life Cycle Assessment of Aluminium and Aluminium Alloy Sheet and Strip, available at: https://www.synprim.com/help-item-64.htm
4.1b-c Environmental Life Cycle Assessment – Disclosure	Conformance	The Entity commissioned an independent Third Party to verify the Life Cycle Assessment of Aluminium and Aluminium Alloy Sheet and Strip, available at: https://www.synprim.com/help-item-64.htm
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity, as it customises Aluminium sheets according to the customer's specifications.
4.3a-b Aluminium Process Scrap	Conformance	The Entity collects and recycles Aluminium Process Scrap, with Scrap targeted throughout the whole process chain. The Entity has established relevant procedures and objectives and implemented plans and projects to further reduce the generation of Aluminium Process Scrap.
4.4a-c Collection and Recycling of Products at End of Life – Material Conversion and other Manufacturing	Conformance	The physical production process is relatively straightforward, and a supplier recycles 100% of the Process Scrap generated. The Entity has implemented a Surplus Aluminium Recycling Management Standard to ensure that recyclable Scrap is collected and recycled in a timely manner. This document has been disclosed on the Entity's website, available at: https://www.synprim.com/help-item-50.html The Entity has formulated a Recycling Strategy for Collection and Recovery of End-of-Life Aluminium Products. It sets strategic objectives, recycling scope, core implementation measures and schedules to engage Stakeholders and enhance the collection and recycling of 'End of Life' Aluminium products.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity has delineated pertinent product recovery and recycling requirements in its ASI Management Manual and has established a recovery strategy. The Entity has established and implemented the Surplus Aluminium Recycling Management Standard to ensure the timely collection and recycling of Scrap products. At present, all such materials are recycled and reused by CHINALCO Ruimin Aluminum Co., Ltd.
5. GHG EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Minor Non-Conformance	The Entity has defined the requirement for the disclosure of Greenhouse Gas (GHG) emissions and energy use data in its ASI Management Manual. The 2025 Energy Utilization Status Report is disclosed on the Entity's website, available at: https://www.synprim.com/help-item-60.html The Entity's 2024 GHG emissions data, which include emissions from raw materials, was Third Party verified by China Quality Mark Certification Group Co., Ltd. The 2024 Greenhouse Gas Emissions Verification Report is available at: https://www.synprim.com/help-item-29.html

CRITERION	RATING	COMMENT
		The Entity's 2025 GHG Emissions Verification Report however has not been provide.
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-e GHG Emissions Reduction Plans	Conformance	The Entity has developed and implemented a GHG Emission Reduction Plan using the ASI GHG Emission Reduction Pathway Methodology and calculation tools. The Plan includes emission reduction Pathways for both processing and procurement and is aligned with the 1.5°C warming scenario. The Entity has specified the baseline year as 2024.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Conformance	The Entity has developed and implemented a GHG Emission Reduction Plan using the ASI GHG Emission Reduction Pathway Methodology and calculation tools. The Plan includes GHG Emissions Reduction Pathways for both processing and procurement and are aligned with the 1.5°C warming scenario. The GHG Emission Reduction Plan is available at: https://www.synprim.com/help-item-39.html
5.4 GHG Emissions Management	Conformance	The Entity has established and implemented an Environmental Management Program Control Procedure to implement its GHG Emissions Reduction Plan and evaluate whether the actual emission reduction performance has achieved the emission reduction targets.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity's production processes involve the slitting and shearing of Aluminium coil, which therefore produces no Material exhaust (air) emissions.
6.2a-g Discharges to Water	Conformance	The Entity's production processes involve the slitting and shearing of Aluminium coil, which generates no Material wastewater. Domestic sewage is discharged to the municipal treatment plants.
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity evaluates the air, water, and soil pollution risks associated with its operations and identifies possible Spills and Leakages emergencies. It has developed an 'Emergency Preparedness and Response Control Procedure' and conducts annual drills related to Spills and Leakages risks. The Entity has disclosed this information in its Sustainability Report, available at: https://www.synprim.com/help-item-53.html
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The Entity's ASI Management Manual addresses the requirement to disclose the amount, type, and potential impact associated with Leakages immediately to the affected parties. No Leakages have occurred at the Entity to date.

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	The Entity's production processes involve the slitting and shearing of Aluminium coil, which generates no Hazardous Waste. Solid Waste, including Aluminium Scrap is recycled.
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	The Entity mainly uses water for domestic purposes and has no Material water-related risks. The Entity has disclosed the relevant information in its Sustainability Report, available at: https://www.synprim.com/help-item-53.html
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as the risk assessment determined that the water-related risks are low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity is located in an industrial zone designated by the local government, and not near or adjacent to any Protected Areas. It has conducted a Biodiversity Impact Assessment, and the risks and impacts on Biodiversity and Ecosystem Services are considered low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity as the risks to Biodiversity and Ecosystem Services are low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the risks and potential impacts identified in the Biodiversity Impact Assessment are assessed and documented as low.
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as there are no Priority Ecosystem Services within the Entity's Area of Influence.
8.4 Alien Species	Conformance	The Entity assesses its risks and implements controls to prevent the accidental introduction of Alien Species that could significantly negatively impact Biodiversity.
8.5a-b Commitment to 'No Go' in World Heritage Properties	Conformance	The Entity is located in an industrial park with no World Heritage Properties located within or adjacent to its Area of Influence and has committed to not explore or develop New Projects in World Heritage Properties.
8.6a-d Protected Areas	Conformance	The Entity is located in an industrial park and has determined that there are no Protected Areas within its Area of Influence.

CRITERION	RATING	COMMENT
8.6e Protected Areas – Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity has implemented a Human Rights Policy, detailed within its Social Management Policy. Additionally, the Entity has established a 'Human Rights Due Diligence Procedure' that defines the methods for identifying, preventing, mitigating, and addressing actual and potential impacts on Human Rights. It assesses and annually reports on current and prospective Human Rights impacts. The Human Rights Policy undergoes review whenever indicators of control deficiencies are detected. The Policy is available at: https://www.synprim.com/help-item-25.html The Entity has conducted a Human Rights Impact Assessment, available at: https://www.synprim.com/help-item-55.html
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has established a 'Protection and Prevention of Occupational Diseases for Female Employees Procedure' to uphold women's rights and interests. This procedure aims to eliminate Discrimination against women and safeguard their equal rights, including access to women's health services, equal access to training, decision-making roles within the Entity, equitable compensation, protection from sexual Harassment, and equal competitive opportunities. The Entity is committed to ensuring that women's legal rights and interests are upheld by implementing necessary control measures. Additionally, the Entity reviews its gender equality initiatives every five years. The latest report on the effectiveness of measures is available at: https://www.synprim.com/help-item-56.html
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as no Indigenous Peoples are within the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) – New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects of Major Changes and no Indigenous Peoples within the Entity's Area of Influence. Should such projects be undertaken in the future, they will be executed in accordance with international standards and the Entity's Indigenous Protection Procedure.
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 have been no New Projects of Major Changes and no Indigenous Peoples within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage – Identification	Not Applicable	This Criterion is not applicable to the Entity, as it is located within an industrial park and it has been determined that there are no cultural or sacred heritage sites or values within the Entity's Area of Influence.

CRITERION	RATING	COMMENT
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as it is located within an industrial park and it has been determined that there are no cultural or sacred heritage sites or values within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it is located within an industrial park and has not caused any community displacement.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has established an 'Influence on Stakeholders Procedure', which respects the legal and traditional rights of Local Communities, customers, suppliers, administrative agencies, and other Stakeholders regarding their land, livelihoods, and utilising natural resources. The Entity has conducted a Human Rights Impact Assessment, which determined that there are no issues affecting Local Communities, available at: https://www.synprim.com/help-item-55.html
9.8a Conflict-Affected and High-Risk Areas – Strong Management Systems	Conformance	The Entity has established a Responsible Sourcing Policy, pledging not to source materials from Conflict-Affected and High-Risk Areas (CAHRAs). It has a Due Diligence process to assess business and Human Rights violation risks.
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Entity conducts annual supply chain Due Diligence through assessments in CAHRAs to ensure that neither its business operations nor direct raw material suppliers are present. The Due Diligence assessment did not identify any significant risks related to CAHRAs.
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 Due Diligence processes did not identify any actual or potential risks.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity's Due Diligence processes were included in this ASI Audit, which addresses this requirement.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The Entity has conducted a supply chain Due Diligence, which did not identify any significant risks. The Entity reports on its supply chain Due Diligence at: https://www.synprim.com/help-item-21.html
9.9 Security practice	Conformance	The Entity employs unarmed guards only. The Entity has established and implemented a 'Security Operations Procedure' that outlines the management responsibilities of security personnel and provides comprehensive training to ensure that all security personnel are well informed of their duties and respect Human Rights in their roles. To date, no complaints or allegations relating to security matters have been reported. Observations confirmed that the private security provider respects Human Rights in accordance with recognised standards and good practice. No body searches are performed.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	This Criterion is not applicable to the Entity, as the right to Freedom of Association and Collective Bargaining is addressed in accordance with Applicable Law in China.

CRITERION	RATING	COMMENT
10.1d Freedom of Association and Right to Collective Bargaining – Alternative means in context of Applicable Law	Conformance	The Entity guarantees the right of all individuals to freely establish, join, and organise unions and to engage in Collective Bargaining. The Entity's employees have not formed a Trade Union or any other collective organisation.
10.2a Child Labour	Conformance	The Entity neither uses nor supports Child Labour. It has established and implemented a 'Mitigation of Child Labour and Protection of Adolescent Workers Procedure,' which strictly prohibits the employment of Child Labour. The minimum working age at the Entity is 18 years.
10.3a-c Forced Labour	Conformance	The Entity neither engages in nor support the use of Forced Labour. The Entity has implemented a 'Prohibition on Forced Labor Management Procedure' and does not demand any form of deposit or down payment from recruited employees. The Entity ensures Workers have unrestricted freedom of movement within the workplace. The Entity's Modern Slavery Statement is available at: https://www.synprim.com/help-item-52.html
10.4a-c Non-Discrimination	Conformance	The Entity has implemented a 'Preventing Discrimination Procedure' with an associated monitoring mechanism and ensures that the principle of non-Discrimination is consistently upheld. A performance evaluation system has been implemented to fairly and impartially assess employee performance based solely on merit, without Discrimination related to age, gender, or job classification. The Entity also provides training and accessible channels for complaints to foster a culture of non-Discrimination.
10.5 Communication and engagement	Conformance	The Entity has established a 'Consultation, Communication, and Information Exchange Management Procedure'. Regular meetings with Workers and their representatives are organised and documented. Workers can ask questions or raise ideas via various channels, either by reporting them to the Entity's Human Resources team, other relevant managers or their representatives. The Entity has developed various channels (e.g., online or in person) to respect Workers' diversity and communication expectations and requirements.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented the Management Procedure for Punitive Measures', which strictly prohibits any form of physical punishment, mental or physical coercion, Harassment, and gender-based Violence, including sexual Harassment and verbal abuse. The Entity has disclosed a statement against Violence and Harassment in its Code of Conduct for Labor Rights, available at: www.synprim.com
10.7a-d Remuneration	Conformance	The Entity has developed a transparent Remuneration process. Workers are paid in full, and additional benefits are paid in addition to their basic wages, as confirmed during a review of randomised Worker Remuneration records. Payment for Overtime and social security is provided.
10.8a-c Working Time	Conformance	The Entity adheres to all relevant laws and industry standards concerning working hours and public holidays. The standard working week (excluding Overtime) is 40 hours. National statutory holidays, paid annual leave, and other entitlements are fully implemented in

CRITERION	RATING	COMMENT
		Compliance with the local Labor Law. Working hours and compensation for relevant personnel align with Applicable Law and regulations. Employees are entitled to at least two days off after five consecutive workdays. Overtime is voluntary, with a maximum allowable weekly Overtime limit of 12 hours.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs employees of their rights through formal documentation and ensures their protection. Additionally, employees can acquire information regarding their rights and obligations through various channels, including written correspondence, telephone and in-person meetings.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has established and implemented an Occupational Health and Safety Management (OH&S) System which is ISO 45001 certified. To effectively manage its OH&S, the Entity has developed a 'Quality, Environment, and Occupational Health and Safety Management Manual'. The System is audited annually and reviewed every three years.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has established a 'Quality, Environment, Occupational Health and Safety Management Manual' to ensure effective OH&S management. OH&S audits are conducted annually, and the OH&S Management System is reviewed every three years. The Entity has disclosed information on its OH&S Management System performance, in the OH&S Management System Annual Summary: https://www.synprim.com/help-item-61.html
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established a 'Quality, Environment, Occupational Health and Safety Management Manual' to ensure effective OH&S management. An OH&S Committee, with members selected by Workers, has been established to formulate Policies and resolve issues related to OH&S.

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DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	21 January 2025	Initial Certification Audit – Provisional Certification
1	22 July 2026	Surveillance Audit – Full Certification Extension to the Certification expiry (to 20 April 2026) was approved by ASI.