

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Aluminij Industries d.o.o.

CERTIFICATE
NUMBER

274

ASI STANDARD
PERFORMANCE
STANDARD
(V3.1 2023)

DATE OF ISSUE
14 APRIL 2026

CERTIFICATION
LEVEL
FULL
CERTIFICATION

DATE OF EXPIRY
13 APRIL 2029

ASI ACCREDITED
AUDITING FIRM
BUREAU VERITAS
CERTIFICATION

CERTIFIED SINCE
14 APRIL 2023

AUTHORISED BY

A stylized, handwritten signature in black ink.

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

Aluminij Industries d.o.o. produces a wide range of foundry aluminium alloys that are produced in a foundry located in Mostar, Bosnia and Herzegovina). The Entity uses recycled aluminium, primary aluminium and pre-alloys (silicon, magnesium, copper, etc.) to produced semi-finished foundry products including billets, slabs and small ingots.

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	Aluminij Industries d.o.o.
ENTITY NAME	Aluminij Industries d.o.o.
CERTIFICATION SCOPE	Aluminij Industries d.o.o. produces a wide range of foundry aluminium alloys that are produced in a foundry located in Mostar, Bosnia and Herzegovina. The Entity uses recycled aluminium, primary aluminium and pre-alloys (silicon, magnesium, copper, etc.) to produced semi-finished foundry products including billets, slabs and small ingots.
SUPPLY CHAIN ACTIVITIES	- Aluminium Re-melting/Refining - Casthouses
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	- Initial Certification Audit (28 February – 1 March 2023) - Re-Certification Audit (30 June – 2 July 2026)
AUDIT FIRM	Bureau Veritas Certification
AUDIT DATE	28 February – 1 March 2023 (Initial Certification Audit) 30 June – 2 July 2026 (Re-Certification Audit)
AUDIT REPORT SUBMISSION	14 March 2023 (Initial Certification Audit) 10 July 2026 (Re-Certification Audit)
AUDIT SCOPE	<u>Initial Certification Audit (28 February – 1 March 2023)</u> The Audit Scope covers the foundry located in Mostar, Bosnia and Herzegovina. The Entity uses recycled aluminium, primary aluminium and pre-alloys (silicon, magnesium, copper, etc.) to produced semi-finished foundry products including billets, slabs and small ingots. Supply chain activities included in the Audit Scope: - Aluminium Re-melting/Refining - Casthouses All applicable Criteria in the ASI Performance Standard were included in the Audit Scope <u>Re-Certification Audit (30 June – 2 July 2026)</u> The Audit Scope covers the foundry located in Mostar, Bosnia and Herzegovina. The Entity uses recycled aluminium, primary aluminium and pre-alloys (silicon, magnesium, copper, etc.) to produced semi-finished foundry products including billets, slabs and small ingots. Supply chain activities included in the Audit Scope: - Aluminium Re-melting/Refining - Casthouses

All applicable Criteria in the ASI Performance Standard were included in the Audit Scope.

AUDIT OUTCOME

- Certification

AUDIT METHODOLOGY
DECLARATION

The Auditors confirm that:

- ☑ 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

14 April 2026 – 13 April 2029

NEXT AUDIT TYPE

Re-Certification Audit

NEXT AUDIT DATE

13 April 2029

CERTIFICATE NUMBER

274



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

The Entity, Aluminij Industries d.o.o. is part of the M.T. Abraham Group and is located in Mostar, Bosnia and Herzegovina. It produces a wide range of foundry Aluminium alloys produced in a casthouse using Recycled Aluminium, Primary Aluminium and pre-alloys. Semi-finished foundry products are produced for use in further processing and include billets, slabs and small ingots. It has an annual production capacity exceeding 200,000 tonnes, and is Bosnia and Herzegovina's largest importers and exporters. The Entity employs approximately 397 personnel, of whom 37 are women.

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

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	The Entity has implemented processes to ensure legal compliance and to monitor for new Applicable Laws and requirements.
1.2 Anti-Corruption	Conformance	The Entity works against Corruption in all its forms with an Anti-Corruption and Bribery Policy, available at: https://aluminij.com/about/#company-policies-section
1.3a-e Code of Conduct	Conformance	The Entity has adopted a company Policy governing business conduct. It has implemented related Policies, including an Anti-Corruption and Bribery Policy, an Anti-Money Laundering Policy, a Competition Law Policy, an Equity, Diversification, and Inclusion Policy, and a Political Engagement Policy. The Policies are available at: https://aluminij.com/about/#company-policies-section
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	There is an integrated Policy which covers the Environmental Protection Policy, Socially Responsibility Policy and Quality Management Policy and is published at: https://aluminij.com/about/#company-policies-section A review of Policy is undertaken as part of the Entity's annual management review.
2.2a-c Leadership	Conformance	The Entity has established a team for ASI implementation and identified all responsible persons for the different clauses of the ASI Performance Standard. Overall responsibility for implementation is the Head of the Technical Department.
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has implemented and certified an integrated Management System covering ASI, Quality, Environmental, Social, and Occupational Health and Safety. Certificates are publicly available at: https://aluminij.com/certifications/#occupational-health-and-safety-policy-section
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has implemented and certified an integrated Management System covering ASI, Quality, Environmental, Social, and Occupational Health and Safety. Certificates are publicly available at: https://aluminij.com/certifications/#occupational-health-and-safety-policy-section
2.4a-e Responsible Sourcing	Conformance	The Entity has developed and implemented a Code of Business Conduct for Suppliers that addresses environmental, social and governance issues. Suppliers are required to sign the Code together with the general purchasing conditions and is therefore an essential part of the daily business. The Responsible Sourcing Policy and Code of Business Conduct is publicly available at: https://aluminij.com/about/#company-policies-section

CRITERION	RATING	COMMENT
2.5a-g Environmental and Social Impact Assessments	Conformance	The Entity has however conducted Impact Assessments on several levels, including as part of the ISO 14001 certified Management System, which is monitored on a regular basis and reviewed as part of the annual management review. There have been no New Projects or Major Changes at the Entity.
2.6a-h Human Rights Impact Assessment	Conformance	The Entity has however conducted an annual Social Impact Assessment and implements an action plan to address identified risks and conducts regular reviews. A plan to improve the Human Rights impact is available via the Sustainability Report (in the link 'Procjena utjecaja na ljudska prava') on page 34: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf There have been no New Projects or Major Changes at the Entity".
2.7a-f Emergency Response Plan	Conformance	The Entity has implemented an Emergency Response Plan with community involvement. The Plan is reviewed annually and following any significant incident. The Entity conducts regular drills annually with the local fire brigade and ambulance service. The Plan is available upon request, and the Emergency Response Policy is available at: https://aluminij.com/3-emergency-response-policy
2.8a-d Suspended Operations	Conformance	The Entity holds an environmental permit that includes a mandatory procedure for potential site closure or suspension of operations.
2.9a-b Mergers and Acquisitions	Conformance	The Entity addresses merger and acquisition requirements through the Impact Assessment / List of Environmental Aspects Procedure and the integrated Management System's legal compliance process.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has implemented procedures for handling closure, decommissioning, and divestment.
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has developed a Sustainability Report that includes its governance approach to environmental, social, and economic impacts. The Report is available at: https://aluminij.com/sustainability/#sustainability-report-section
3.2 Non-compliance and Liabilities	Conformance	The Entity had no non-compliances with relevant environmental legislation in 2024. Further information is available in the Sustainability Report, page 50: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
3.3a-c Payments to Governments	Conformance	The Entity has defined the approval processes that control its payments. A Third Party conducts audits of the Entity's financial statements. Further information is publicly disclosed in the Sustainability Report, page 28: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
3.4a-f Stakeholder Complaints, Grievances	Conformance	The Entity has implemented a procedure to register and manage Stakeholder complaints, grievances, and requests for information.

CRITERION	RATING	COMMENT
and Requests for Information		Whistleblower Policy: https://aluminij.com/18-whistleblower-policy/ Complaint Mechanism: https://aluminij.com/contact-us/

4. Material Stewardship

4.1a Environmental Life Cycle Assessment	Conformance	The Entity has completed Life Cycle Assessments (LCA) for all Products, which are aligned with the ISO 14040:2006 and ISO 14044:2006 standards.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	The Entity has defined a process for responding to requests for LCA information. The results from the latest LCA are available in the Sustainability Report, page 9: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
4.2 Product Design	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.3a-b Aluminium Process Scrap	Conformance	Aluminium Process Scrap is targeted through the whole process chain, and all Scrap is collected and recycled. The Entity has implemented objectives, plans and projects to achieve further reduction of Process Scrap over time.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity collaborates with clients across various industries to implement closed-loop strategies. To increase awareness of Aluminium recycling and collection, a Recycling and Circular Economy Policy was defined, and it is available at: https://aluminij.com/10-recycling-and-circular-economy-policy/

5. GREENHOUSE GAS EMISSIONS

5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has independently verified and publicly disclosed its Greenhouse Gas (GHG) Emissions and energy use data. Refer to pages 11 and 17 in the Sustainability Report: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
5.2a Aluminium Smelter GHG Emissions Intensity - Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has developed a GHG Reduction Pathway based on the ASI Entity-level GHG Pathways Calculation Tool. The Entity's GHG Emissions

CRITERION	RATING	COMMENT
		Reduction Plan, the 'Strategy and Action Plan for Reducing the Carbon Footprint' covers 2022 to 2050 and has been verified by a Third Party. The Entity's 2026 environmental program includes actions from the GHG Emission Reduction Plan, and its current emissions are well below the limits set by law and the Entity's environmental permit.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Minor Non-Conformance	The Entity has developed a GHG Reduction Pathway, based on the ASI Entity-level GHG Pathways Calculation Tool, and a GHG Emissions Reduction Plan that has been verified by a Third Party. The Entity's Strategy and Action Plan for Reducing the Carbon Footprint 2023 report is available at: https://aluminij.com/sustainability/#sustainability-report-section The overall 2026 Action Plan, which includes the single time-bound actions, however, is not publicly disclosed and limits the ability to track the Entity's progress against the GHG Emissions Reduction Plan annually.
5.4 GHG Emissions Management	Conformance	The measurement of GHG emissions is undertaken as part of the Entity's annual measurement plans. The Entity has implemented an integrated Management System, with procedures, and operating controls to achieve the GHG Emissions Reduction Plan and targets developed.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	Requirements related to Emissions to Air are incorporated in the Entity's legal permit. An Emissions Reduction Plan has been developed as part of the Entity's environmental program. Results are publicly disclosed at: https://aluminij.com/v2/wp-content/uploads/2026/06/reportontheexaminationofpollutantemissionsintotheair2025.pdf
6.2a-g Discharges to Water	Conformance	Requirements related to Discharges to Water are part of the Entity's legal permit. The Entity prepares an annual measurement report via an accredited Third Party institute. An Emissions Reduction Plan has been developed as part of the Entity's environmental program. Results are publicly disclosed in the external report: https://aluminij.com/v2/wp-content/uploads/2026/07/annualreportwater2025-1.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has conducted a risk assessment as part of its ISO 14001 requirements, which identified risks related to Spills and Leakages. The Entity has implemented an Emergency Response Plan, and emergency drills are conducted regularly.
6.4a-b Public Disclosure of Spills and Leakages	Conformance	There have been no Spills or Leakages at the Entity in recent years. Operational plans and procedures for responding to Spills are implemented within the ISO 14001 Management System. The Entity has published a statement disclosing that there have been no Spills, available at: https://aluminij.com/v2/wp-content/uploads/2026/07/Statement-of-No-Environmental-Incidents.pdf

CRITERION	RATING	COMMENT
6.5a-c Waste Management and Reporting	Conformance	The Entity has developed and implemented a procedure for managing Waste in accordance with the Waste Mitigation Hierarchy, which has been incorporated into the Environmental Management System. Waste data is analysed annually and is reported in the Sustainability Report, page 20: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Conformance	Following Aluminium production, slag is temporarily stored at the Entity's premises. The component of the slag that is richer in Aluminium is separated and returned to the production system, while the rest is classified as Dross and then sold to other customers.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	Water withdrawal points have been identified, and the quantities of water withdrawn and released are regularly monitored onsite as per the regulatory permit. The Entity publishes the quantity of both Water withdrawn and released in the Sustainability Report, page 18: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
7.2a-e Water Management	Conformance	The environmental risk analysis undertaken by the Entity informs the Entity's annual target setting, in line with ISO 14001 requirements. The Entity regularly reviews the Water Management Plan at the Environment, Health, and Safety (EHS) Committee meetings, where it identifies improvements to water use. No risks are identified.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity has conducted an assessment of the risks and impacts on Biodiversity and Ecosystem Services, and the risks were deemed Low. The assessment included a hydrogeological map of the wider area downstream from the Entity, which has been incorporated into the assessment and prepared specifically for the Entity. Action plans for both fauna and flora are available at: https://aluminij.com/sustainability/#sustainability-report-section
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Conformance	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services were identified during the assessment on Biodiversity and Ecosystem Services.
8.2a-g Biodiversity Management	Conformance	The Biodiversity Management Plan, prepared by an external authorised organisation, is available within the organisational Management System. The Management Plan includes an action plan with proper mitigation actions that are defined and documented. Monitoring is undertaken to assess the effectiveness of the actions to reduce impacts. The results of the Biodiversity assessment and planned actions are included in the Sustainability Report, pages 14-15:

CRITERION	RATING	COMMENT
		https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as no Priority Ecosystem Services have been identified.
8.4 Alien Species	Conformance	The Biodiversity Management Plan, prepared by an external authorised organisation, includes a list of all foreign/invasive species in the area of the Entity. The inventory of foreign/invasive species is presented in the Biodiversity Management Plan through pictures, tables, and percentages of the representation of individual species.
8.5a-b Commitment to "No Go" in World Heritage Properties	Not Applicable	This Criterion is not applicable to the Entity as no World Heritage Properties or Protected Areas are present within the Entity's Area of Influence.
8.6a-d Protected Areas	Not Applicable	This Criterion is not applicable to the Entity as no Protected Areas are present within the Entity's Area of Influence. The nearest Protected Area is approximately 40 kilometres from the Entity.
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 conducted and documented a Human Rights Due Diligence process. It has implemented a Human Rights and Labour Conditions Policy that is publicly available at: https://aluminij.com/16-human-rights-and-labour-conditions-policy/ Workers are trained on Human Rights-related Policies, including the Equity, Diversity and Inclusion Policy. The Entity organises an Equality Forum annually with all interested parties.
9.2a-e Gender Equity and Women's Empowerment	Conformance	The Entity has implemented a Gender Equity Policy, which is available at: https://aluminij.com/1-equality-diversity-and-inclusion-policy/ Workers are trained on Human Rights related policies, including Equity, Diversity and Inclusion Policy. An Equality Forum is organised annually with all interested parties of the organisation. Statistics on employee numbers and equity-related indicators are included in the Sustainability Report, pages 26 and 45: https://aluminij.com/v2/wp-content/uploads/2026/03/SUSTAINABILITY-REPORT-2024.pdf The Entity has developed a 'Plan for the Advancement of Gender Equality and Women's Empowerment 2026-2028', available at: https://aluminij.com/v2/wp-content/uploads/2026/09/Plan-za-unaprjedenje-rodne-ravnopravnosti-ASI-signed.pdf
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.4a Free, Prior, and Informed Consent (FPIC) -	Not Applicable	This Criterion is not applicable, as there are no Indigenous Peoples within the Entity's Area of Influence.

CRITERION	RATING	COMMENT
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, as there are no Indigenous Peoples within the Entity's Area of Influence.
9.5a Cultural and Sacred Heritage - Identification	Not Applicable	This Criterion is not applicable, as there are no identified cultural and sacred heritage features within the Entity's Area of Influence.
9.5b Cultural and Sacred Heritage - Impacts	Not Applicable	This Criterion is not applicable, as there are no identified cultural and sacred heritage features within the Entity's Area of Influence.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable, as there has been no incidence of displacement during the construction and operation of the Entity.
9.7a-h Affected Populations and Organisations	Conformance	The Entity has implemented a procedure regarding communication with interested parties and holds regular meetings with Local Community representatives.
9.8a Conflict-Affected and High-Risk Areas - Strong Management Systems	Conformance	A risk-based Due Diligence throughout the Entity's Aluminium supply chain has been incorporated into the integrated Management System. The raw materials used by the Entity during production are not sourced from Conflict-Affected and High-Risk Areas (CAHRAs). The Entity's Responsible Sourcing Policy is available and publicly disclosed at: https://aluminij.com/about/#company-policies-section
9.8b Conflict-Affected and High-Risk Areas - Identify and assess risks	Conformance	A risk-based Due Diligence throughout the Entity's Aluminium supply chain has been incorporated into the integrated Management System. The raw materials used by the Entity during production are not sourced from CAHRAs. The Entity's supply chain and suppliers are reviewed annually.
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 process did not identify any actual or potential risks.
9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence	Conformance	A risk-based Due Diligence process over the Entity's Aluminium supply chain is embedded in the integrated Management System and in the purchasing procedures. The Entity's Due Diligence practices were audited as part of this ASI Audit, which meets the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas - Report annually	Conformance	The Entity reports on its Due Diligence practices annually, available at: https://aluminij.com/v2/wp-content/uploads/2026/07/Statement-on-The-Application-of-Relevant-Laws-2025.pdf
9.9 Security practice	Conformance	The Entity has an internal Security Department, which is responsible for security matters and is subject to the Entity's training requirements.

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10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Conformance	There is an active Collective Agreement for the Metal Industry in Bosnia and Herzegovina, which aligns Labour Rights at the Entity for all employees. Employee contracts are in accordance with the Collective Agreement. A syndicate Union is not active within the Entity, however employees are free to join such organisations. This area is regulated by the national labour law.
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 is located in Bosnia and Herzegovina where Applicable Law does not restrict the right to Freedom of Association and Collective Bargaining.
10.2a-c Child Labour	Conformance	The Entity has implemented practices in order to support this area which is regulated by the national labour laws. There are no employees under the age of 18 years at the Entity.
10.3a-c Forced Labour	Conformance	The Entity neither engages in nor supports the use of Forced Labour. The Entity does not engage in or support Human Trafficking, either directly or through any employment or recruitment agencies. The Entity has implemented practices to support this area by complying with the local labour laws. The Entity has prepared a Modern Slavery Policy Statement, which is available at: https://aluminij.com/about/#company-policies-section
10.4a-c Non-Discrimination	Conformance	The Entity has a documented Equity, Diversity and Inclusion Policy that is available publicly at the Entity's website. This area is regulated by the national labour laws.
10.5 Communication and engagement	Conformance	The Entity has open communication and direct engagement with Workers and their representatives regarding working conditions and the resolution of workplace and compensation issues. Policies and decisions are published on the Entity's notice boards and by e-mail, or the Workers are informed of the decisions through the head of the department.
10.6a-g Violence and Harassment	Conformance	The Entity has implemented practices including establishing labour rules (PRAVILNIK O RADU) which are aligned with national law, including the defined definition on Discrimination. The Entity has an internal Grievance Mechanism for such matters. There have been no disciplinary measures against any employee in relation to violence or harassment in the past period.
10.7a-c Remuneration	Conformance	Remuneration is regulated by national laws. All payroll transactions are made by the Entity to employees to their nominated bank account. Working Time that exceeds 40 hours per week is paid with a 40% loading, above the rates paid for normal Working Time. This is in accordance with the Collective Agreement.
10.8a-c Working Time	Conformance	The Entity has a strict Working Time Policy. Working time is 07:30 – 16:00 for administrative Workers, and production Workers cover three shift systems including 6:00 – 14:00, 14:00 – 22:00, and 22:00 – 06:00.

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		Production Workers' working and rest periods are determined in accordance with the applicable shift schedules and applicable law.
10.9a-b Informing Workers of Rights	Conformance	The Entity informs Workers of their rights via internal whiteboards, email communications, internal meetings and individual hearings.
11. OCCUPATIONAL HEALTH AND SAFETY		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has implemented an ISO 45001:2018 certified Management System, and the certificate is available on its website: https://aluminij.com/
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Conformance	The Entity has implemented an ISO 45001:2018 certified Management system. Objectives are documented in the Health and Safety Program. Leading and lagging indicators are established and tracked, and a comparative analysis of performance with peer businesses and leading practices is published at: https://aluminij.com/v2/wp-content/uploads/2026/07/HEALTH-AND-SAFETY-ANALYSIS-2022-2025-1.pdf
11.2 Employee engagement on Health and Safety	Conformance	The Entity has a certified ISO 45001:2018 Management System. Joint Health and Safety Committee meetings are held at least two times each year.

ASI LIMITATION OF LIABILITY DISCLAIMER

Organisations that make ASI-related claims are each responsible for their own compliance with Applicable Law, including laws and regulations related to labelling, advertisement, and consumer protection, and competition or antitrust laws, at all times. ASI does not accept liability for any violations of Applicable Law or any infringement of third-party rights (each a Breach) by other organisations, even where such Breach arises in relation to, or in reliance upon, any ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI. ASI gives no undertaking, representation or warranty that compliance with an ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI will result in compliance with any Applicable Law, or will avoid any Breach from occurring.

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	14 April 2023	Initial Certification Audit – Full Certification
1	28 September 2026	Re-Certification Audit – Full Certification