

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

Aluminij Industries d.o.o.

CERTIFICATE
NUMBER

274

ASI STANDARD
PERFORMANCE
STANDARD
(V3 2022)

DATE OF ISSUE
14 APRIL 2023

CERTIFICATION
LEVEL
FULL
CERTIFICATION

DATE OF EXPIRY
13 APRIL 2026

ASI ACCREDITED
AUDITING FIRM
BUREAU VERITAS
CERTIFICATION

CERTIFIED SINCE
14 APRIL 2023

AUTHORISED BY

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

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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

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 | <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses |
| ASI STANDARD | <ul style="list-style-type: none">Performance Standard V3 |
| AUDIT TYPE | <ul style="list-style-type: none">Initial Certification Audit |
| AUDIT FIRM | Bureau Veritas Certification |
| AUDIT DATE | <ul style="list-style-type: none">28 February – 1 March 2023 |
| AUDIT REPORT SUBMISSION | <ul style="list-style-type: none">14 March 2023 |
| AUDIT SCOPE | <p>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.</p> <p>Supply chain activities included in the audit scope:</p> <ul style="list-style-type: none">Aluminium Re-melting/RefiningCasthouses <p>All applicable 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. |

The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.

CERTIFICATION PERIOD 14 April 2023 – 13 April 2026

NEXT AUDIT TYPE Re-Certification Audit

NEXT AUDIT DATE 13 April 2026

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 has been in operation for over 45 years 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. The current Entity structure was a result of a restructure in 2020 out of previous Aluminij Mostar. The Entity employs approximately 380 personnel and is located in Mostar, Bosnia and Herzegovina. Established in 1975 and operating under its current name since 1977, with an annual production capacity exceeding 200,000 tonnes, Aluminij is Bosnia and Herzegovina's largest importer and exporter. Aluminij Industries d.o.o. is part of the M.T. Abraham Group. The Entity exports to a number of countries in Europe, as well as into Israel, India, China and Russia.

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 | Low | Low | Low | Low |
| PERFORMANCE | High | High | High | High |
| OVERALL | MEDIUM | | | |

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://www.aluminij.ba/company-policies |
| 1.3a-e Code of Conduct | Conformance | The Entity has adopted a Code of Conduct / Code of Business Ethics which is available at: https://www.aluminij.ba/code-of-business-ethics/ It has also developed and implemented related policies including an Anti-corruption and bribery policy; Anti-Money Laundering Policy; Competition law policy; Equity, diversion and inclusion policy and a Political engagement policy. |
| 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 Responsible Behaviour Policy and Quality Management Policy and is published at: https://www.aluminij.ba/company-policies/ 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 and Social, Occupational Health and Safety. Certificates are publicly available at: https://www.aluminij.ba/iso-certification/ |
| 2.3b Environmental and Social Management Systems - Social | Conformance | The Entity has implemented and certified an integrated Management system covering ASI, Quality, Environmental and Social, Occupational Health and Safety. Certificates are publicly available at: https://www.aluminij.ba/iso-certification/ |
| 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. It has to be signed together with general purchasing conditions by the suppliers and is therefore an essential part of the daily business. The Responsible Sourcing Policy and Code of Business Conduct is publicly available at: https://www.aluminij.ba/company-policies/ |

| CRITERION | RATING | COMMENT |
|--|-------------|--|
| 2.5a-g Environmental and Social Impact Assessments | Conformance | The Entity has conducted Impact Assessments on several levels. The environmental impact analysis is covered by the ISO 14001 certified management system, monitored on a regular basis and reviewed as part of the annual management review. |
| 2.6a-h Human Rights Impact Assessment | Conformance | The Entity has organised the Equality Forum where human rights and gender analysis are discussed with employees and other stakeholders. Information on the Forum is available at: https://www.aluminij.ba/equality-forum/ 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 |
| 2.7a-f Emergency Response Plan | Conformance | The Entity has implemented an Emergency Response Plan with involvement of the Community. The effectiveness of the Emergency Response Plan is checked and trained regularly. The Emergency Response Plan is publicly available in the Sustainability Report (in the link 'Interni plan intervencija u hitnim situacijama') on page 28 at: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf |
| 2.8a-d Suspended Operations | Conformance | The Entity holds an environmental permit which includes the mandatory procedure for a potential closure of the site or in case of of a suspension of operations. |
| 2.9a-b Mergers and Acquisitions | Conformance | The Entity addresses the requirements of mergers and acquisitions by the Impact Assessment / List of Environmental Aspects Procedure and the legal compliance process of the integrated management system. |
| 2.10a-b Closure, Decommissioning and Divestment | Conformance | The Entity holds an environmental permit which includes the mandatory procedure for a potential closure of the site or in case of a suspension of operations. |
| 3. TRANSPARENCY | | |
| 3.1a-b Sustainability Reporting | Conformance | The Entity publishes its Sustainability Report at: https://www.aluminij.ba/sustainability-report/ |
| 3.2 Non-compliance and Liabilities | Conformance | As described in the Sustainability Report, there were no non-compliances with relevant environmental legislation in 2022. Refer to Sustainability Report on page 20: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf |
| 3.3a-c Payments to Governments | Conformance | The Entity has defined approval processes that control payments made by the Entity. Statement from the Finance Department is publicly disclosed in the Sustainability Report on page 20: |

| CRITERION | RATING | COMMENT |
|--|----------------|--|
| | | https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf |
| 3.4a-f Stakeholder Complaints, Grievances and Requests for Information | Conformance | A procedure on how to register and manage Stakeholder complaints, grievances and requests for information has been implemented. The Complaints Resolution Mechanism can be accessed via: https://www.aluminij.ba/contact-us/ |
| 4. MATERIAL STEWARDSHIP | | |
| 4.1a Environmental Life Cycle Assessment | Conformance | The Entity's has completed Life Cycle Assessments (LCA) for all products and was aligned with ISO 14040:2006 and ISO14044:2006. |
| 4.1b-c Environmental Life Cycle Assessment - Disclosure | Conformance | The results from latest Life cycle Assessment are available in the Sustainability Report on page 17: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.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 | All scrap is collected and recycled by the Entity. Process scrap is targeted through the whole process chain. 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 | To increase awareness of aluminium recycling and collection, a Recycling Policy for the Circular Economy was defined and it is available at: https://www.aluminij.ba/company-policies/ The Entity cooperates with its clients from varies industries to implement closed-loop strategies. |
| 5. GREENHOUSE GAS EMISSIONS | | |
| 5.1a-b Disclosure of GHG Emissions and Energy Use | Conformance | The Entity has publicly disclosed its GHG Emissions and Energy Use – Energy (page 17) and CO ₂ Emissions (page 10 - table) in the Sustainability Report: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf Disclosed data are independently verified. |
| 5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020 | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |

| CRITERION | RATING | COMMENT |
|---|----------------|---|
| 5.2b Aluminium Smelter GHG Emissions Intensity - In production up to and including 2020 | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |
| 5.3a-e GHG Emissions Reduction Plans | Conformance | <p>The Entity's CO₂ reduction plan is part of its environmental management program and long range plan to meet the 1.5°C goal, which is defined in the Sustainability Report on page 28 ('Plan smanjenja CO₂');</p> <p>https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf</p> |
| 5.4 GHG Emissions Management | Conformance | <p>Measurement of GHG emissions is undertaken as part of the Entity's annual measurement plans.</p> <p>The Entity has implemented an integrated Management System, with procedures, and operating controls to achieve the GHG Emissions Reduction Plan and targets developed.</p> |
| 6. EMISSIONS, EFFLUENTS AND WASTE | | |
| 6.1a-f Emissions to Air | Conformance | <p>Emissions to Air are incorporated in the Entity's legal permit. An Emission Reduction Plan is incorporated as part of the environmental program. Results are publicly disclosed in the Sustainability Report on page 26:</p> <p>https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf</p> |
| 6.2a-g Discharges to Water | Conformance | <p>Discharges to Water are incorporated in the Entity's legal permit. An Emission Reduction Plan is incorporated as part of the environmental program. Results are publicly disclosed in the Sustainability Report on pages 24 and 25:</p> <p>https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf</p> |
| 6.3a-g Assessment and Management of Spills and Leakages | Conformance | <p>A risk assessment was undertaken by the Entity as part of ISO 14001 requirements which identified risks relating to spills and leakages and an emergency response plan was implemented. Emergency drills are undertaken on a regular basis.</p> |
| 6.4a-b Public Disclosure of Spills and Leakages | Conformance | <p>The Entity publicly discloses any Spills information as part of the Sustainability Report, on page 27:</p> <p>https://www.aluminij.ba/wp-content/uploads/2023/02/FINAL_ALUMINIJ-IZVJESCE-O-ODRZIVOSTI.pdf</p> |
| 6.5a-c Waste Management and Reporting | Conformance | <p>The Entity has developed and implemented a procedure for the management of waste following the waste hierarchy, and has been implemented within the Environmental Management System.</p> <p>A waste balance is updated every year and is publicly disclosed in the Sustainability Report:</p> <p>https://www.aluminij.ba/sustainability-report/</p> |

| CRITERION | RATING | COMMENT |
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| | | The Waste management plan is also published in the Sustainability Report on page 27: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.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 regulatory permit. The Entity publishes the quantity of both water withdrawn and released in the Sustainability Report on page 23: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-1.pdf |
| 7.2a-e Water Management | Conformance | The environmental risk analysis undertaken by the Entity informs the annual target setting for the Entity, in line with ISO 14001 requirements. The water management plan is regularly reviewed in Environment Health and Safety (EHS) Committee meetings where improvements to water use are identified. |
| 8. BIODIVERSITY AND ECOSYSTEM SERVICES | | |
| 8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment | Conformance | A detailed assessment of risks and impacts on Biodiversity and Ecosystem Services has been completed by the Entity. The Plan also includes extracts from cadastral plans as well as schemes of the Entity's facilities. A hydrogeological map of the wider area downstream from the Entity has been incorporated into the assessment, which was prepared specifically for the Entity. |
| 8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority | Conformance | The Entity has prepared a Biodiversity Management Plan with support from an external organization which include all necessary elements of involvement of the Local Community. Results of the biodiversity assessment and planned actions are part of the Entity's Sustainability Report on pages 14 and 15. |
| 8.2a-g Biodiversity Management | Conformance | The Biodiversity Management Plan is available within organizational management system, developed by Zagreb Inspect. The Management Plan includes an Action plan with proper mitigation actions which are defined and documented. A measurement plan is also incorporated and assesses for the reduction of impact. The results of the biodiversity assessment and planned actions are included in the Sustainability Report on pages 14 and 15. |

| CRITERION | RATING | COMMENT |
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| 8.3a-c Management of Priority Ecosystem Services | Not Applicable | This Criterion is not applicable as no Priority Ecosystem Services have been identified. However, the Entity has a Management Plan that includes an action plan with proper mitigation actions which are defined and documented. |
| 8.4 Alien Species | Conformance | The Biodiversity Management Plan, prepared by an external authorized institution, 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 as no protected areas are present in the wider researched area. The nearest protected area is approximately 40 kilometres from the Entity. |
| 8.6a-d Protected Areas | Not Applicable | This Criterion is not applicable as no protected areas are present in the wider researched area. 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 implemented and documented Human Rights Due Diligence. There is a documented Equity, Diversity and Inclusion Policy that is publicly available on the Entity's website. An 'Equality Forum' was organized in July 2021 with all interested parties of the organization. The Entity has prepared a social activity plan for 2023 and a Human Rights Due Diligence and Impact Assessment has been prepared (Procjena utjecaja na ljudska prava u Aluminijskoj Industriji d.o.o. (Human Rights impact assessment)). |
| 9.2a-e Gender Equity and Women's Empowerment | Conformance | A Gender Equity Forum was organized in July 2022 regarding gender equity in the business world. The Entity plans to facilitate a similar Forum in July 2023. The Equity, Diversity and Inclusion Policy is part of the Company Policy: https://www.aluminij.ba/company-policies/ |
| 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) - New Projects or Major Changes | Not Applicable | This Criterion is not applicable, as there are no Indigenous Peoples within the Entity's Area of Influence. |
| 9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining | Not Applicable | This Criterion is not applicable to the Entity's Certification Scope. |

| CRITERION | RATING | COMMENT |
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| 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 have been no incidence of displacement during the construction and operation of the Entity. |
| 9.7a-h Affected Populations and Organisations | Conformance | The Entity has previously organized an Equality Forum with all interested parties of the organization and has implemented a procedure regarding communication with interested parties. |
| 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 Entity's Responsible Sourcing Policy is available and publicly disclosed at: https://www.aluminij.ba/company-policies/ The raw materials that the Entity uses in its production are not obtained through Conflict-Affected and High-Risk Areas (CAHRA). |
| 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 Entity's Responsible Sourcing Policy is available and publicly disclosed at: https://www.aluminij.ba/company-policies/ The raw materials that the Entity uses in its production are not obtained through Conflict-Affected and High-Risk Areas (CAHRA). |
| 9.8c Conflict-Affected and High-Risk Areas - Strategy to respond to risks | Not Applicable | A risk-based Due Diligence process over the Entities Aluminium supply chain is embedded in the integrated management system and in the Purchasing procedures. Processes did not identify any actual or potential risks. Supply chain and its Suppliers are reviewed annually. |
| 9.8d Conflict-Affected and High-Risk Areas - Audit of due diligence | Conformance | A risk-based Due Diligence process over the Entities Aluminium supply chain is embedded in the integrated management system and in the Purchasing procedures. Processes did not identify any actual or potential risks. Supply chain and its Suppliers are reviewed annually. |
| 9.8e Conflict-Affected and High-Risk Areas - Report annually | Conformance | A risk-based Due Diligence over entities Aluminium supply chain is imbedded in the integrated management system. Results of this due diligence exercise are reported annually at: https://www.aluminij.ba/wp-content/uploads/2023/04/Statement-on-The-Application-of-Relevant-Laws.pdf |
| 9.9 Security practice | Conformance | The Entity has engaged an external organization as a security provider and an internal Security Department which is in charge for security matters and are subject to the Entity's training requirements. |

10. LABOUR RIGHTS

| CRITERION | RATING | COMMENT |
|--|----------------|---|
| 10.1a-c Freedom of Association and Right to Collective Bargaining | Conformance | There is an active collective contract for the metal industry in Bosnia and Herzegovina which aligns Labour Rights for all employees. Employee contracts are in accordance with the Collective Bargaining contract. A syndicate union is not active within the Entity, however employees are free to join such organizations. This area is regulated by the right to work 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, as the Entity 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 right to work law. The Entity does not have employees younger than 18 years, and currently, the youngest employee is 19 years old. |
| 10.3a-c Forced Labour | Conformance | <p>The Entity does neither engage in nor support 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 in order to support this area by complying with the right to work law.</p> <p>The Entity has prepared a Modern Slavery Policy Statement which is available in the Sustainability Report https://www.aluminij.ba/sustainability-report/ and directly at: https://www.aluminij.ba/wp-content/uploads/2023/04/Modern-Slavery-Policy-Statement.pdf</p> |
| 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 right to work national law. |
| 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. There is a documented Equity, Diversity and Inclusion Policy is available publicly at the Entity's website. This area is regulated by the right to work national law. |
| 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. There is a specific discrimination definition within the law preamble. The Entity has an internal grievance mechanism for such matters. There have been no disciplinary measures against any employee in the past period. |
| 10.7a-c Remuneration | Conformance | Remuneration is regulated by national law. All transactions are made by the Entity to employees to their nominated bank account. Work which 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 Bargaining Agreement. |
| 10.8a-c Working Time | Conformance | The Entity has a strict working time policy. Working time is from 0700 to 1500 for the administrative workers, whilst for the production workers |

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| | | there is 600 to 1400, 1400 to 2200 and 2200 to 0600 working shifts. A two day off period per week is provided for production workers. |
| 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 and certified an ISO 45001:2018 Management System. The certificate is published at: https://www.aluminij.ba/wp-content/uploads/2020/12/ISO-45001.pdf |
| 11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure | Conformance | The Entity has implemented and certified an ISO 45001:2018 Management system. Objectives are documented in the Health and Safety Program. Leading and lagging indicators have been established and tracked, and a comparative analyses of performance with peer businesses and leading practice are published in the Sustainability Report on page 29-32: https://www.aluminij.ba/wp-content/uploads/2023/03/ALUMINIJ-Sustainability-Report-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 |