

General Health & Safety Policy

The company is committed to being a leader in the supply of steel reinforcement and associated products, excelling in all aspects of its business operations, and at the front of this is the health and safety of all persons involved in the business and others that are affected by our activities. The effective management of health and safety is an integral part of our overall business performance.

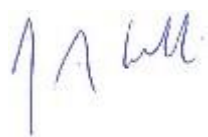
The company believes that all injuries and occupational illnesses can and must be prevented leading to the ultimate goal of zero accidents. Everybody, lead by management, is committed to this aim and is wholly responsible and accountable for ensuring its achievement.

It is the policy of the company to ensure that health and safety responsibilities are addressed in a systematic manner following the principles set out below;

- An atmosphere of safety is a top priority for the organisation, integrating a positive health and safety culture in all our business management processes, this being a key to drive business excellence.
- Provision of a system for systematically eliminating hazards and reducing risks within the business through participation with employees ensuring all business processes are capable of being performed safely.
- Provision of information, instruction and training to enable employees to perform their work safely, with all employees being assessed as competent before being authorised to work.
- The provision of adequate resources to support the implementation of this policy.
- The provision of a framework for continually improving the health and safety management systems thereby reducing the risk of harm to employees and others affected by the actions of the company. Audits are a useful safety tool to drive support this goal.
- The commitment to seek, identify and implement best practices from both with the steel industry and from other relevant industries.
- The promotion of consultation and participation with all employees, including their representatives, with the ultimate aim of developing an interdependent safety culture and a workforce that is committed to safety.
- The provision of a framework for ensuring that all legislative requirements and other requirements such as company policies are addressed in a systematic manner.
- A commitment to providing a safe and healthy working conditions that promote employee wellbeing and the prevention of work related injuries and ill health.
- The provision of a framework for setting goals and objectives supported by a management commitment to safety leadership that ensures objectives are monitored and progressed.

Working safely and adherence to the safety rules is a condition of employment in the company. Every employee and contractor has a responsibility for their own safety and that of their colleagues, and the company encourages employees to feel empowered to challenges any work process that they believe is unsafe or unhealthy and even stop the activity if they consider that the risks are not acceptable.

This policy is reviewed on a regular basis to ensure that it is still suitable and sufficient for the activities of the company. This policy is communicated to all employees and is available to other interested parties either directly or via the company website.

A handwritten signature in blue ink, appearing to be "J A Williams", is written over a faint, light blue circular stamp or watermark.

Managing Director

February 2023