

WORK HEALTH AND SAFETY POLICY

Steel Mains is committed to achieving the highest performance in work health and safety with the aim of creating and maintaining a safe and healthy working environment throughout its businesses.

Specifically, it is Steel Mains policy to:

- Seek continuous improvement in work health and safety performance, taking into account evolving community expectations, managing practices, knowledge and technology;
- Manage risk by implementing management systems to identify, assess, monitor and control hazards by reviewing performance to reduce, mitigate and/or eliminate risk of injury or illness;
- Comply with all applicable laws, regulations and standards and where adequate laws do not exist apply standards that reflect the Company's commitment to work health and safety within the Company's Management Systems;
- All incidents, hazards & unsafe conditions shall be reported immediately & investigated to reduce the impact of incidents & prevent reoccurrences;
- Ensure the Steel Mains employees, contractors, visitors and suppliers are informed and understand their obligations in respect of this policy;
- Involve employees, suppliers and contractors in the improvement of work health and safety performances. Steel Mains believes safety is a shared responsibility. Everyone must perform their duties with the highest regard for their safety and the safety of others;
- Train and hold individual employees accountable for their area of responsibility;
- Communicate openly with employees, government and the community on work health and safety issues;
- Support relevant work health and safety research.

BULLYING is repeated, health-harming mistreatment of one or more persons by one or more perpetrators: It is abusive conduct (including verbal) that could be considered as threatening, humiliating, or intimidating: Steel Mains has zero tolerance for bullying behavior in any form.

Any breaches this policy (including bullying) will not be tolerated and may be subject to disciplinary action up to and including termination.



DEAN CONNELL
CHIEF EXECUTIVE OFFICER

