

DIVERSITY AND INCLUSION POLICY

Diversity and inclusion at Steel Mains is understanding, respecting and valuing our individual differences while ensuring our people can bring their authentic selves to work and have a true sense of belonging. We recognise our individual differences such as cultural background, ethnicity, age, gender, disability, sexual orientation, religious beliefs, language, education, skill set, life experience and perspectives.

Our Recruitment and Selection practices are based on merit, ensuring that the most appropriately qualified and experienced person is employed for each role from a diverse candidate pool. Internal promotion opportunities focus on our diversity principles while maintaining the integrity of our recruitment and selection practices.

We support flexible work practices to assist our people in balancing work and life commitments throughout various career stages, while empowering them to continue to deliver on great business outcomes.

Employees with a similar level of experience, performing work of equal value to the same standard are compensated equally.

We will not tolerate any form of discrimination, bullying or harassment in the workplace on any grounds. We are committed to providing our people with a discrimination, bullying and harassment free and safe work environment.

We apply these principles through a combination of strong leadership commitment, targeted initiatives and policy/process development.

Measures & Reporting

We publish annual workforce demographics on the diversity profile to Management.

We regularly engage with our people to understand their views on promoting and managing diversity and inclusion at Steel Mains.

Reporting annually to Management on:

- Diversity and Inclusion improvement initiatives
- Progress in achieving objectives

Management is responsible for supporting the implementation of the diversity principles and initiatives.

A handwritten signature in black ink, appearing to read "D Connell", positioned above a horizontal line.

DEAN CONNELL
CHIEF EXECUTIVE OFFICER