

Health & Safety Policy

Safety is a priority at Steel & Tube; it underpins everything we do and is fundamental to the way we operate. We believe that all occupational injury and illness can be prevented. We continually look at ways to effectively maintain and improve a safe working environment and strive to achieve mental health and wellbeing for our people, contractors and visitors. We regularly review our health, safety and support systems.

We do this in the following ways:

- Provide and maintain safe working environments, procedures and operations
- Recognise that health and safety extend beyond the physical environment to include mental and emotional wellbeing
- Review and oversee critical risks at all levels of the business to ensure effective control measures are in place and maintained
- Train and coach, our people to perform their work activities safely and effectively
- Provide appropriate personal protective equipment to staff and site visitors
- Continuously improve the performance of health and safety at our sites
- Ensure the accurate and timely reporting, recording and investigation of all incidents, so that we can all learn from them
- Ensure our work activities are only attempted or undertaken when it is safe to do so
- Consult and participate with our people and their nominated representatives
- Support the safe and early return to work of injured employees
- Take appropriate disciplinary action where breaches of safety are committed
- Assess, induct, and monitor the health and safety behaviours of contractors working for us
- Promote mental health and wellbeing through proactive initiatives, resources, and support systems

This can be a dangerous industry so everyone from our CEO through to our frontline teams plays a part in ensuring Steel & Tube remains a safe place to work.

- Our Quality Health, Safety, Environment and Training Committee establishes practical and strategic objectives to manage the safety journey
- Local management and HS&E representatives seek the engagement of our people to find ways to improve health and safety and delivery of our programme, including behavioural expectations
- Our people are required to keep themselves safe while at work and ensure that other workers, and members of the public are not put at risk or injured by their acts or omissions. This includes wearing and maintaining the protective equipment provided, fostering a positive and supportive workplace culture, and identifying and resolving together health, safety, and wellbeing challenges
- Everyone has a responsibility to report unsafe acts and conditions and all incidents, including near misses, as they arise

We measure our success by our goal of zero harm, creating a workplace that supports physical, mental, and emotional wellbeing through measurable initiatives, and by meeting relevant legislation, regulations, and codes of practice, best-practice standards, and safe operating procedures.



Mark Malpass
Chief Executive Officer

Date: January 2025