

Health & Safety Charter

Steel and Tube (the 'Organisation')

Steel and Tube Board of Directors (the 'Board')

1.0 Introduction

This Charter is approved by the Board to assist the Board to fulfil its governance responsibilities over Health & Safety. This Charter will be reviewed after 12 months.

2.0 Policy Statement

- a) The Board is committed to ensuring a safe and secure environment for its people (employees and contractors), customers, and people in the vicinity of the Organisation's places of work.
- b) The Board recognises that it has a critical role to play in the implementation of health and safety and the health and safety culture of the Organisation.
- c) The Board will ensure that appropriate policies and procedures are adopted and implemented by reviewing and monitoring the identification, reporting, and management of health and safety hazards and risks.
- d) The Board is committed to having a zero harm culture based on continuous improvement.
- e) All Directors are committed to fulfilling their obligations under the relevant legislation (including any amendments) and ensuring the appropriate policies and processes are in place to meet those obligations.

3.0 Responsibilities of the Board

The health and safety responsibilities of the Board will include:

- a) Reviewing and approving all major health and safety policy issues such as any significant proposed changes to the Organisation's relevant policies and practices including the enterprise wide Safety Management System Framework;
- b) Considering whether any changes to the Organisation's policies and practices are required as a result in changes to any generally accepted principles or statutory requirements (for example in relation to occupational health and safety management);
- c) Setting health and safety targets in consultation with the Chief Executive and the GM, QHSET and assessing performance against those targets;
- d) Ensuring that its Directors are properly and regularly informed and updated on matters relating to health and safety governance, performance, and compliance;

- e) Reviewing the adequacy of the Organisation’s systems for monitoring compliance with both relevant applicable law and the Organisation’s policies;
- f) Reviewing the Organisation’s procedures for identifying and managing relevant risk including, without limitation, monitoring the Organisation’s actual and potential exposure to identified risks and whether those identified risks comprehensively cover the Organisation’s risk profile;
- g) Requiring an annual assessment of the Organisation’s health and safety risk profile and compliance and control processes.
- h) Obtaining regular reports from Management on the operation of the Organisation's performance, risk management, compliance, and internal control processes;
- i) Evaluating the adequacy of the Organisation’s relevant systems for the reporting of actual or potential incidents and breaches, subsequent investigations, and remedial actions. This shall include reviewing all health and safety incidents that meet the definition of serious harm under the Health and Safety at Work Act 2015 occurring across the Organisation’s operations and considering the appropriateness and efficacy of any identified corrective actions to minimise the risk of recurrence; and
- j) Evaluating the appropriateness of the functions of internal control and internal audit within the Company as they relate to the Organisation’s health and safety obligations.

4.0 Meetings

The Board will receive a health and safety update from the CEO at all Board meetings. The update will contain a summary of health and safety activity across the organisation. The Board will provide any direction it feels is appropriate.

Dedicated QHSE- C meetings specific to health and safety will be scheduled for at least three (3) times a year. These meetings will comprehensively review the Organisation’s Health and Safety Strategy and its health and safety performance against the relevant KPIs and targets and make any adjustments to the Strategy, KPIs, or targets as it considers necessary.

The Board may, at its discretion, visit any site managed by or for the Organisation.



Mark Malpass
Chief Executive Officer

Chris Ellis
QHSE-C Chair