

## 1.0 Vision

Our vision is a healthy and safe work environment for all employees, contractors, and visitors, so they can return home unharmed and well at the end of each day.

## 2.0 The Board's Role and the Charter's purpose

- a) The board's overriding concern is to ensure a safe and secure environment for all employees, contractors, customers, and those in the vicinity of Steel & Tube's work sites
- b) The board considers that a healthy safe workplace is an achievable goal and will work towards it by making health and safety a fundamental part of Steel & Tube's organisational, management and investment priorities
- c) Directors recognise that it is the board's role to provide leadership by driving culture and policy including setting the direction for health and safety management and performance
- d) Each director is committed to exercising due diligence and complying with relevant legislation
- e) The QHSE committee will assist the board in meeting its obligations in accordance with its Terms of Reference
- f) The Vision represents the board's goal and commitment, while this Charter outlines the board's approach to achieving the vision by overseeing the planning, delivery, monitoring, and review of health and safety matters at Steel & Tube

## 3.0 Responsibilities of the Board

- a) Policy and planning
  - Determine health and safety strategy including statement of vision, values and policy
  - Hold management accountable for implementing the health and safety strategy and aligning other strategies with the health and safety direction
  - Set targets to track the organisation's performance in implementing the board's strategy and policy
  - Manage the health and safety performance of the CEO, including setting performance expectations and providing feedback
- b) Delivery
  - Acquire personal knowledge and understanding of hazards, risks, and controls associated with Steel & Tube's operations and relevant laws and best practices
  - Ensure the health and safety system is fit for purpose, effectively implemented, regularly reviewed, and continuously improved
  - Ensure that key stakeholders are consulted and that health and safety considerations are integrated into the design of processes, products, programs, and projects, including risk assessments
  - Ensure sufficient resources are available for the development, implementation and maintenance of the system
- c) Monitoring
  - Monitor the health and safety performance of Steel & Tube
  - Outline clear expectations on what should be reported to the board and in what timeframes
  - Review reports to determine whether interventions are required to achieve or support organisational improvements
  - Be sufficiently familiar with processes such as audit, risk assessments, incident investigation, to enable them to properly evaluate the information provided
  - Seek independent expert advice when required to gain the required degree of assurance

d) Reviewing

- Conduct formal reviews of health and safety as required to determine the effectiveness of the system and whether any changes are required
- Consider whether an external review is required for an independent opinion

#### 4.0 Review by the Board

- a) In addition to the reviews above the board will review its responsibilities set out in this Charter every two years to ensure it adequately sets out the board's governance role in health and safety. The board will also review its own performance over the same period in respect of compliance with this Charter

Approver:

Steel & Tube Board

Owner:

Company Secretary

Review:

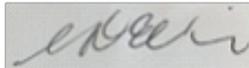
Every two years

Date:

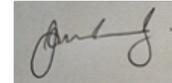
February 2025



Susan Paterson  
**Board Chair**



Chris Ellis  
**QHSE Chair**



John Beveridge  
**Director**



Karen Jordan  
**Director**



Andrew Flavell  
**Director**



Steve Reindler  
**Director**