

Sustainability Policy

Purpose	The purpose of this Policy is to articulate the Company's commitment to long term sustainable business performance.
Application and Compliance	This policy applies to all of Steel & Tube and its subsidiaries.
Scope and who the Policy Applies to	This Policy applies to all Directors, managers, employees, temporary staff, contractors and consultants of Steel & Tube.
Principles	Long term success requires that the Company take a holistic view of "value". Our responsibility to shareholders requires a diligent commitment to excellence ensuring sustainable profitability. Successful businesses are sustainable businesses. In order to achieve sustainability over time, the Company must exercise responsibility not only to our investors and customers, but also to our people and our communities. It is an inherent accountability to shareholders, customers, employees, our communities, the environment and ethical business practices that motivates and anchors us.
Environment	<p>We are committed to protecting and enhancing our environment while carrying out our functions and duties.</p> <p>We continually seek to minimise the environmental effects of our activities.</p> <p>We are committed to reusing and recycling and ensuring we dispose of residue in an environmentally safe way.</p>
Social	We are committed to being a socially responsible organisation.
Governance	Corporate governance at Steel & Tube is predicated on high standards of ethics and performance and compliance with applicable laws and regulations.
ESG Systems & Programmes	<ul style="list-style-type: none"> • The Company has systems and programmes in place to contribute to social cohesion, minimise environmental harm and ensure good corporate governance practices. • Reports will be provided to the Board to validate the effectiveness of these ESG Systems and Programmes
Sustainability Initiatives	<ul style="list-style-type: none"> • The Company will develop sustainability initiatives that align with our strategic goals and contribute to honouring our commitments to the environment, society and good governance. • Reports will be provided to the Board to allow for regular monitoring on progress against these initiatives. • Reports will be compiled with reference to the Global Reporting Initiative (GRI) framework where practical.
Responsibilities	<ul style="list-style-type: none"> • The Board ensures there are clear accountabilities for oversight

of systems and programmes and implementation of strategies designed to achieve our business objectives and deliver on commitments to our many stakeholder communities.

- QHSET Committee: receive regular Management reports on ESG Systems and Programmes and Sustainability Initiatives on behalf of the Board at each scheduled Committee meeting (currently 3 times per annum)
- General Managers, QHSET Manager: Measuring and reporting of progress against goals, preparation of Board (QHSET Committee) and shareholder reports
- All staff and contractors: Awareness of this Policy and engagement in a proactive manner to support Steel & Tube's goals.

Ownership and Review

This policy replaces the existing Environmental Policy dated June 2018.

Approver: Steel & Tube Board
Reviewer: Steel & Tube Board
Owner: Company Secretary
Review: Two yearly or as required
Date: 20 May 2021
