



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 and we continually look at ways to effectively maintain and continually improve a safe working environment for our people, contractors and visitors by regularly reviewing our health and safety systems.

We do this in the following ways:

- Provide and maintain safe working environments, procedures and operations.
- 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 that 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, subject to the Just Culture process.
- Assess, induct and monitor the health and safety behaviours of contractors working for us.

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 Health, Safety and environment 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. In particular, 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.
- Wear and maintain the protective equipment provided.
- Identify and resolve together all health and safety issues. Report unsafe acts and conditions and all incidents, including near-misses, as they arise.

We measure our success by our goal of zero Lost Time Injuries and by meeting relevant legislation, regulations, and codes of practice, best-practice standards and safe operating procedures.

Mark Malpass
Chief Executive Officer

Date: January 2021