

7 Steel UK Health and Safety Policy

7 Steel UK¹ is a leading low carbon recycled steel producer and a major supplier of reinforcement and structural steel to the construction industry. The company is committed to improvement in all areas of its business –socially, environmentally and economically to underpin its long-term strategy of sustainability and growth.

The Management Team, led by the Managing Director, recognises the effective management of health and safety as an integral part of our overall business performance that will not be compromised in the face of other business issues. Management will support this by demonstrating a firm commitment to provide, so as far as is reasonably practicable, a working environment that is safe and without risk to the health and safety of its employees, contractors, visitors and any others.

As such:-

- Injuries and illnesses cannot be considered a normal part of the business. We will undertake and regularly review risk assessments to identify hazards, eliminate them wherever possible, recognize existing control measures and plan and complete any additional actions to reduce risk to an acceptable level.
- Compliance is essential to fulfil our duties. We will maintain controlled and documented systems and procedures to ensure that we observe all laws, regulations and other requirements applicable to our business.
- Leadership is paramount to support Health and Safety initiatives. We will task all managers with active engagement in this through individual performance assessment.
- Working safely is a condition of employment, and cooperation of employees is crucial. Every employee and contractor will have to take responsibility for their own health & safety, and that of their colleagues, and feel empowered to challenge any work process if they believe it to be unsafe or unhealthy.
- Engagement and empowerment are key to Health and Safety. As an essential part of this, we will provide information, instruction and training to enable employees to perform their work safely. Additionally, we will consult with our workforce and encourage their participation in Health & Safety matters.
- Continuous improvement is vital to the sustainable development of the business. Therefore, we will set and monitor Health and Safety objectives and targets in order to achieve our goals.
- Integration of Health and Safety into our business management systems and processes is key to drive business excellence. We will invest in Health and Safety to protect our people. Before decisions are made, we will assess the Health and Safety implications involving different levels of people to ensure a thorough appraisal.
- Our Occupational Health and Safety management System and this Policy will be reviewed annually or at times of significant change to ensure that they remain relevant and appropriate to the purpose, size and context of the organisation, and to the specific nature of its Occupational Health and Safety risks and opportunities.

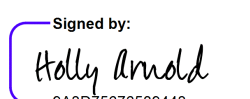
This statement of our Health and Safety Policy will be communicated to every employee and made available to interested parties either on request or via the company website.

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Carles Rovira Caroz
 CEO


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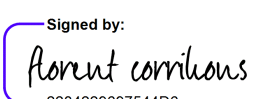
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James Ellis
 Head of POD

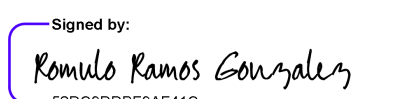
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 Head of Finance

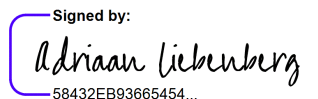
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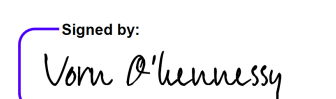
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Gabriella Nizam
 Head of Sustainability and Strategy

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Nicholas Stretton
 Head of Circularity

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Florent Corrhons
 MS Op. Manager

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Romulo Ramos Gonzalez
 RBM Op. Manager

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Adriaan Liebenberg
 SM Op. Manager

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Vorn O'hennessey
 Head of Supply Chain

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Laura Thomas
 Head of UK Commercial

¹ For the Purpose of this policy, 7 Steel UK refers to the combination of 7 Steel Manufacturing (UK) Ltd and 7 Steel UK Recycling.