

## 7 Steel UK Health and Wellbeing Policy

7 Steel UK<sup>1</sup> 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 that when people are in a state of wellbeing at work they are able to develop their potential, work productively and creatively, build positive relationships with others, cope with the normal stresses of life and make a meaningful contribution. As such, the protection of health and the promotion of wellbeing are acknowledged as important factors in enhancing employees' physical and mental health, motivation, behaviours, quality or relationships at work and satisfaction in the workplace.

Management will support this by demonstrating a firm commitment to provide a working environment for its employees, contractors, visitors and any others, which minimises risk to health and promotes positive wellbeing. 7 Steel UK aims to deliver this commitment by:-

- Developing a culture based on trust, support and mutual respect where employees are able to talk openly about their job and health problems and to report difficulties without fear of discrimination or reprisal.
- Establishing and continually improving, a healthy working environment, with the active participation of all employees being encouraged.
- Tackling workplace factors that may negatively affect wellbeing, including organisational, environmental and social conditions that have the potential for psychological or physical harm.
- Promoting the wellbeing of all employees through raising awareness of health and wellbeing across the business and encouraging policies and practices that enhance wellbeing.
- Providing opportunities for employees to look after their wellbeing.
- Delivering support and guidance for any employee experiencing mental and physical health difficulties.
- Equipping managers with the right skills to be able to support employees' wellbeing.
- Recognising that workplace stress is a health and safety issue and acknowledging the importance of identifying and reducing workplace stressors.
- Providing adequate resources to enable the implementation of 7 Steel UK health and wellbeing policy.
- Integrating wellbeing into our business management systems and processes.

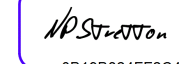
This statement of our health and wellbeing policy will be communicated to every employee and made available to interested parties either on request or via the company website.

Firmado por:  
  
 C632D18925EF4DF...  
**Carles Rovira Caroz**  
 CEO

Signed by:  
  
 73C7596F843C4AA...  
**James Ellis**  
 Head of POD

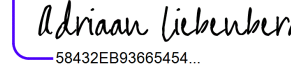
Signed by:  
  
 9A3D75676589443...  
**Holly Arnold**  
 Head of Finance

DocuSigned by:  
  
 87C4BED9383947A...  
**Gabriella Nizam**  
 Head of Sustainability and Strategy

Signed by:  
  
 0B19B824FF2C45C...  
**Nicholas Stretton**  
 Head of Circularity

Signed by:  
  
 2284229697544D6...  
**Florent Corrhons**  
 MS Op. Manager

Signed by:  
  
 52DC9DDBF9AF41C...  
**Romulo Ramos Gonzalez**  
 RBM Op. Manager

Signed by:  
  
 58432EB93665454...  
**Adriaan Liebenberg**  
 SM Op. Manager

Signed by:  
  
 52F699D13B1C414...  
**Vorn O'hennessey**  
 Head of Supply Chain

Signed by:  
  
 89957FA67A19423...  
**Laura Thomas**  
 Head of UK Commercial

<sup>1</sup> For the purpose of this policy, 7 Steel UK refers to the combination of 7 Steel Manufacturing (UK) Ltd and 7 Steel UK Recycling.