

## WORK HEALTH AND SAFETY POLICY

Steel Mains is committed to achieving the highest performance in work health and safety with the aim of creating and maintaining a safe and healthy working environment through its processes relating to the manufacturing and supply of steel, coated and lined water and wastewater pipeline products.

Specifically, it is Steel Mains policy to:

- Seek continuous improvement in work health and safety performance through setting OHS objectives and monitor performance, taking into account evolving community expectations, managing practices, knowledge and technology;
- Eliminate hazards and reduce OHS risk by implementing management systems to identify, assess, monitor and eliminate hazards by reviewing performance to reduce, mitigate and/or eliminate risk of injury or illness;
- Comply with all applicable laws, regulations and standards and where adequate laws do not exist apply standards that reflect the Company's commitment to work health and safety within the Company's Management Systems;
- Continuously encourage employees to report all OHS events (incidents, near misses, hazards) and ensuring all events are investigated immediately to reduce the impact of incidents & prevent reoccurrences;
- Ensure the Steel Mains employees, contractors, visitors and suppliers understand their obligations in respect of this policy;
- Involve employees, suppliers and contractors in the improvement of work health and safety performances. Steel Mains believes safety is a shared responsibility and everyone must perform their duties with the highest regard for their safety and the safety of others;
- Train and hold individual employees accountable for their area of responsibility;
- Communicate openly with employees, government and the community on work health and safety issues;

**BULLYING** is repeated, health-harming mistreatment of one or more persons by one or more perpetrators: It is abusive conduct (including verbal) that could be considered as threatening, humiliating, or intimidating: Steel Mains has zero tolerance for bullying behavior in any form.

**SEXUAL HARASSMENT** is any unwelcome conduct for a sexual nature that occurs in circumstances in which a reasonable person, aware of those circumstances, would consider the person being harassed may feel offended, intimidated or humiliated.

Any breaches this policy (including bullying & sexual harassment) will not be tolerated and may be subject to disciplinary action up to and including termination.



DEAN CONNELL  
CHIEF EXECUTIVE OFFICER