

# Human Rights Policy

## Policy statement

Our Human Rights policy formalizes our commitment to uphold and respect human rights for all people. This policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights.

Fagersta Steels P/L prohibits the use of all forms of forced labor, including prison, indentured, bonded, military or slave labor and any form of human trafficking in our operations, suppliers' operations or any of the direct suppliers to those suppliers.

This includes transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

## Aims and Objectives

We will maintain a due-diligence program with our supplier base that includes specific reviews focused on modern slavery and human trafficking. We will also audit new and existing suppliers to ensure they comply with our human rights requirements. These audits are focused where risks regarding human rights concerns are greatest.

We will ensure that risk minimization strategies are in place that include a strong focus on training, awareness and proactive engagement with our employees and suppliers to ensure that our business activities are consistent with our corporate values and Human Rights Policy.

## Our Commitment

- We will conduct our business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- We will respect internationally recognized human rights principles.
- We will treat everyone fairly and without discrimination. Our employees, suppliers, contractors, and service providers are entitled to work in an environment and under conditions that respect their rights and dignity.
- We will respect freedom of association and collective bargaining.
- We will make contractual commitments with suppliers that encourage them to adhere to the same principles contained in this policy statement.

## Responsibility

All employees, contractors, consultants, and other business partners are expected to read, understand, and adhere to this policy and all related standards, guidelines, and procedures.

## Authorized by

Signed: 

Date: 20/12/2024

Position: Business General Manager