

## Human Rights Policy

Island Steel UK Ltd is committed to protect workers' rights and improve labour conditions and social performance within the organization and in all its stakeholder partnerships and relationships.

Island Steel UK Ltd fully supports the Principles of the United Nations Global Compact.

Island Steel UK Ltd is committed to comply with local, national and all other applicable laws and prevailing industry standards.

Management of Island Steel UK Ltd is committed to conform to the following foundational elements:

- **Child Labour:** Island Steel UK Ltd has always followed the practice of not engaging workers who are less than 18 years of age.
- **Forced or Compulsory Labour:** Island Steel UK Ltd does not engage or support the use of forced or compulsory labour. An environment is promoted for the workforce to work voluntarily, without any threat of punishment or retaliation.
- **Health and Safety:** Island Steel UK Ltd is committed to providing a healthy and safe working environment for all personnel employed or contracted.
- **Freedom of Association:** Island Steel UK Ltd respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.
- **Non-Discrimination:** Island Steel UK Ltd provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind.
- **Disciplinary Practices:** Island Steel UK Ltd has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.
- **Security Practices:** All security practices at Island Steel UK Ltd are drafted to ensure due considerations of human rights under all circumstances.
- **Working Hours:** Island Steel UK Ltd complies with applicable laws and industry standards on working hours.
- **Compensation Practices:** Island Steel UK Ltd ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally.
- **Supply Chain Practices:** Island Steel UK Ltd promotes human rights practices in its supply chain in various ways including, surveys, audits and by inclusion as a criterion in vendor registration process.
- **Management System:** Island Steel UK Ltd continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the systems and processes.



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1<sup>st</sup> January 2020