



Corporate and Social Responsibility (CSR) Policy

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At **James Street Steel**, we recognise that our success is not only measured by financial performance but also by the positive impact we have on the environment, society, and the communities in which we operate. This Corporate and Social Responsibility (CSR) Policy outlines our commitment to conducting business in a socially responsible manner, integrating ethical, environmental, and societal concerns into our operations, and contributing to sustainable development.

Scope

This policy applies to all employees, operations, and stakeholders of **James Street Steel**, including suppliers, contractors, and business partners. It covers our social, environmental, and economic responsibilities, both within our direct business operations and in the broader communities we impact.

Policy Principles

1. Commitment to Ethical Business Practices

We are dedicated to conducting business with the highest level of integrity, fairness, and transparency. We will adhere to all applicable laws, regulations, and ethical standards, and we are committed to preventing any form of corruption, bribery, or unethical conduct in our operations.

2. Environmental Sustainability

James Street Steel is committed to minimising its environmental footprint and fostering sustainability. We will reduce our resource consumption, promote energy efficiency, reduce waste, and lower carbon emissions. This includes efforts to:

- Promote the use of renewable energy and reduce reliance on fossil fuels.
- Minimise waste through recycling, reusing materials, and reducing the consumption of single-use items.
- Ensure responsible water and resource management in our operations.
- Support sustainable practices in our supply chain.

3. Community Engagement and Development

We are committed to contributing to the well-being of the communities in which we operate. **James Street Steel** will engage with local stakeholders, foster community development, and support charitable initiatives that benefit education, health, and social welfare. Our community engagement includes:

- Volunteering opportunities for employees to contribute to community causes.
- Providing financial or material support to local charities and social programs.

4. Employee Welfare and Development

We value our employees as our most important asset and strive to provide a workplace that supports their growth, safety, and well-being. We will promote:

- Fair wages and benefits, in compliance with local labour laws and regulations.
- Equal opportunities for all employees regardless of gender, race, religion, or other status.
- A safe, healthy, and inclusive work environment that promotes employee engagement and job satisfaction.



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- Ongoing professional development and training opportunities to foster employee growth and career advancement.

5. Respect for Human Rights

James Street Steel is committed to respecting and upholding the human rights of all individuals involved in our business operations. We will ensure that our activities and supply chains respect the rights of workers, customers, and local communities by:

- Ensuring fair treatment, non-discrimination, and equal opportunities for all.
- Prohibiting forced labour, child labour, and human trafficking in our operations and supply chains.
- Promoting the right to freedom of association and collective bargaining for all employees.

6. Corporate Governance and Accountability

We are committed to maintaining the highest standards of corporate governance, with transparent, responsible decision-making processes. This includes:

- Regular reporting on our CSR initiatives, goals, and performance to stakeholders, including shareholders, employees, and the communities we serve.
- Establishing systems for monitoring, reviewing, and ensuring compliance with this policy.
- Holding ourselves accountable for any CSR commitments and actively working to improve our practices.

7. Responsible Sourcing and Supply Chain Management

James Street Steel will ensure that our supply chain practices align with our ethical and sustainability goals. We will:

- Work with suppliers who share our commitment to human rights, environmental protection, and ethical business practices.
- Require our suppliers to adhere to our CSR standards and conduct regular assessments to ensure compliance.
- Support suppliers in improving their own CSR practices by providing guidance, training, and resources.

8. Sustainability Reporting and Transparency

James Street Steel is committed to measuring and publicly reporting our CSR performance. We will provide regular updates on our progress toward achieving our CSR goals, including:

- Publishing an annual sustainability or CSR report that outlines our efforts and achievements.
- Engaging with stakeholders to gather feedback and improve our CSR initiatives.

Governance and Responsibility

The implementation and oversight of this policy lie with the HSEQ Compliance Manager, in collaboration with senior management and key stakeholders. Our CSR initiatives will be regularly reviewed, and progress will be communicated to both internal and external stakeholders. We will continuously evaluate and refine our CSR strategy to ensure that it meets our evolving social and environmental responsibilities.

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Conclusion

At **James Street Steel**, we are dedicated to making a positive impact on society and the environment while running a profitable and sustainable business. By adhering to this Corporate and Social Responsibility Policy, we aim to create value not only for our shareholders but also for the communities and stakeholders we serve. We believe that responsible business practices lead to long-term success, and we will continue to integrate social and environmental considerations into all aspects of our operations.

Signature:  Date: 31/01/2025
James Street Steel Managing Director