



Responsible Sourcing Policy

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Review: 31/01/2025
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Purpose

James Street Steel is committed to sourcing products and services in a responsible manner that aligns with our values of sustainability, human rights, and ethical business practices. This policy outlines our approach to ensuring that the suppliers we work with meet these standards, fostering positive social and environmental outcomes throughout our supply chain.

Scope

This policy applies to all suppliers and third-party vendors providing goods, services, and materials to **James Street Steel**, across our operations.

1 Ethical Business Practices

We are committed to doing business with suppliers who uphold the highest ethical standards, including:

- **Anti-Corruption and Anti-Bribery:** Suppliers must comply with all applicable laws related to bribery, corruption, and unethical practices.
- **Fair Competition:** Suppliers should engage in fair competition and avoid anti-competitive behaviour.
- **Transparency and Accountability:** We expect suppliers to maintain transparent operations and disclose relevant information upon request.

2 Human Rights and Labor Practices

We uphold the fundamental human rights of all individuals in our supply chain and require our suppliers to do the same. This includes:

- **No Forced or Child Labour:** Suppliers must not engage in any form of forced, bonded, or child labour.
- **Fair Wages and Benefits:** Suppliers should compensate their workers fairly, ensuring compliance with applicable laws regarding wages, working hours, and benefits.
- **Non-Discrimination:** Discrimination based on race, gender, sexual orientation, religion, disability, or any other status is prohibited.
- **Freedom of Association:** Workers should have the right to join unions, voice concerns, and engage in collective bargaining without fear of retaliation.

3 Health, Safety, And Well-Being

Suppliers are required to provide a safe and healthy working environment for their employees by adhering to industry standards and local regulations concerning:

- Workplace safety protocols
- Hazardous material handling
- Emergency preparedness and response
- Employee well-being initiatives

4 Environmental Responsibility

We expect our suppliers to adopt practices that minimise their environmental impact. This includes:

- **Sustainable Sourcing:** Where applicable, materials should be responsibly sourced, with a preference for renewable, recycled, or sustainable materials.
- **Certifications:** We encourage our suppliers to achieve recognised certifications such as ISO 14001 (Environmental Management) and ISO 45001 (Health & Safety) or demonstrate a commitment to environmental best practices.
- **Waste Reduction:** Suppliers should implement measures to minimise waste, including reducing packaging and recycling materials.



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- **Energy Efficiency:** Suppliers should prioritise energy-efficient operations and consider renewable energy sources.
- **Compliance with Environmental Laws:** Suppliers must comply with all relevant environmental laws and regulations in their operating regions.

5 Supply Chain Transparency and Traceability

We aim for full visibility of our supply chain, ensuring traceability of materials and products. Suppliers are expected to:

- Provide documentation verifying the origin and sustainability of raw materials.
- Share information regarding their supply chain practices and improvements.
- Participate in regular audits and assessments to ensure compliance with this policy.

6 Continuous Improvement and Collaboration

We view responsible sourcing as an ongoing process and encourage our suppliers to continuously improve their practices. **James Street Steel** will:

- Support suppliers in their efforts to meet our standards, including providing training and guidance where necessary.
- Work collaboratively with suppliers to address challenges and achieve sustainability goals.

7 Non-Compliance and Corrective Actions

Suppliers are expected to adhere to the principles outlined in this policy. If any supplier fails to meet these requirements, **James Street Steel** will:

- Work with the supplier to address non-compliance.
- Require corrective action plans, with specific timelines, if violations are identified.
- If necessary, terminate the relationship with suppliers who fail to meet the policy standards or do not improve within an acceptable timeframe.

8 Monitoring and Reporting

We are committed to monitoring the effectiveness of this policy and ensuring compliance. **James Street Steel** will:

- Conduct regular audits of suppliers to assess compliance with this policy.
- Encourage suppliers to report any concerns regarding unethical practices within the supply chain.

9 Commitment to Ethical Sourcing

By adhering to this policy, **James Street Steel** aims to build a responsible and sustainable supply chain that contributes to positive social, economic, and environmental impacts. We expect all our suppliers, partners, and stakeholders to support our commitment to ethical sourcing practices.

Approval and Review:

This policy is approved by **James Street Steel's Managing Director**. It will be reviewed annually to ensure its relevance and effectiveness in promoting responsible sourcing practices

Signature: _____

James Street Steel Managing Director

Date: _____

31/01/2025