

SOCIAL RESPONSIBILITY POLICY

Policy Statement

We are committed to conform to all international laws and standards including ISO 26000:2010 and ISO 9001 (certification pending).

In applying ISO 26000, we take into consideration societal, environmental, legal, cultural, political and organizational diversity, as well as differences in economic conditions, while being consistent with international norms of behavior.

STE Trekwerk and STE Staal takes the subject of social responsibility seriously and has adopted a number of principles that form the foundation for a socially responsible behavior of the Company:

- **Accountability:** STE Trekwerk and STE Staal is answerable for the overall impact of its decisions and activities to those affected and to society in general
- **Transparency:** STE Trekwerk and STE Staal will disclose to interested parties the policies for which it is responsible and ensures that its decisions and activities will not be detrimental to society
- **Ethical behavior:** STE Trekwerk and STE Staal's behavior is based on the ethics of honesty, equality and integrity
- **Respect for Stakeholder Interests:** STE Trekwerk and STE Staal will consider the interests of those parties that may be impacted by its decisions and activities
- **Respect for the Rule of Law:** STE Trekwerk and STE Staal will comply with applicable laws and regulations in the various geographies the company is working and will ensure that its staff are aware of appropriate legislative requirements
- **Respect for International Norms of Behavior:** STE Trekwerk and STE Staal respects international norms of behavior and will not benefit from unfair acts
- **Respect for Human Rights:** STE Trekwerk and STE Staal respects and encourages all rights set out in the International Bill of Human Rights

We provide a safe and healthy workplace and working environment, and take all the necessary steps as is reasonably practical, to prevent injuries and accidents to its staff, and those affected by its workplace activities, by minimizing any hazards in the workplace.

We ensure that workers are compensated with wages and benefits that meet or exceed the legally required minimum standards, as applicable.

We do not require employees to work more than minimum hours of daily labor, as applicable by local laws and authorities, except in exceptional circumstances.

We prohibit mental or physical abuse and harassment, verbal abuse or threat of the foregoing in any of our work locations.

We support, and participate in local social responsibility programs, as they are presented, and as the need arises.

To support these principles, STE Trekwerk and STE Staal has established a number of actions and procedures to ensure ethical, socially acceptable, environmentally responsive, and legally compliant working practices.