

This policy supports all R C Macdonald Limited, trading as Macdonald Steel, operations and applies to everyone involved in our activities, including personnel engaged in warehousing, transport, sales and supporting office-based functions.

Health and safety are critical to every stage of our operations, guiding how we deliver our work and, most importantly, how we provide safe and healthy working conditions for our workers, contractors, customers and the public. It is our belief that work-related injuries and illnesses are preventable.

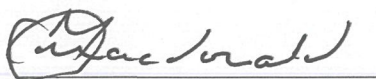
Our commitment is to:

- *Eliminate hazards and, when not possible to eliminate, minimise OH&S risks so far as is reasonably practicable, including psychosocial risks;*
- Provide safe and healthy working conditions for the **prevention of work-related injury and ill health;**
- Establish and maintain **effective worker consultation** and **active participation** in all health and safety matters;
- Conform with **ISO 45001:2018**, and other **applicable legal and other requirements;** and
- Drive **continual improvement of our OH&S management system and health and safety performance.**

The objectives framework we will use to pursue this commitment is:

- Eliminating serious injuries and fatalities by maintaining critical-risk controls for fork hoists, traffic management, load restraint and steel handling;
- Investigating all incidents and completing corrective actions to prevent recurrence;
- Strengthening worker consultation and a proactive safety culture through representatives, committees and toolbox talks;
- Proactively identifying and reporting hazards and near-misses, and acting on them within target timeframes;
- Delivering training, supervision and emergency preparedness, and providing the plant and PPE for safe work;
- Assisting with rehabilitation and return to work following a work-related injury;
- Setting measurable health and safety objectives and targets, guided by our **Operational Objectives**, which are monitored regularly and reviewed at Management Review.

This policy is communicated throughout our organisation and displayed in visible locations. To support transparency, we will communicate this to all customers, contractors, regulatory bodies, and other interested parties as required.



Tom Macdonald - Chief Executive Officer

R C Macdonald Limited, trading as Macdonald Steel

October 2026