



# SUSTAINABILITY POLICY

Ref. PO/SS/MR/04, Rev.00, Date : 15/03/2023

- i. Sohar Steel considers the human as the most precious asset. Sohar Steel believes that its success depends on the talent and performance of the employees.
- ii. Sohar Steel is committed to Ethical business practices and good corporate governance.
- iii. Sohar Steel embraces our responsibilities towards all stakeholders affected by our operations.
- iv. Sohar Steel is committed to comply with all applicable laws, regulations and obligations.
- v. Sohar Steel has Management systems in place in order to operate in a legal, efficient and financially sustainable manner with continual improvement in the management of quality, health and safety, the environment and human resources.
- vi. Sohar Steel aims to communicate and work constructively with the supply chain to deliver sustainable policies and practices.
- vii. Sohar Steel is committed to identify stakeholders affected by the activities of the organization and its supply chains and by understanding their concerns, risks and opportunities to be responsive to their needs.
- viii. Sohar Steel is committed to operate with transparency and record and report all complaints and prosecutions and associated corrective actions.
- ix. Sohar Steel supports and respects human rights, employee well being and mental health. Sohar Steel is committed to the employment practices as set in legal and regulatory requirements and as per the regulations; all child, bonded, slave or involuntary prison labour is avoided. Sohar Steel is committed to ET Base Code and Sohar Steel policy is to treat all employees equally on the basis of their merits, without discriminating them on the basis of their race, ethnic or national origin, colour, gender, family status, creed, disability, age or political beliefs.
- x. Sohar Steel operates in a responsible manner to protect employees, contractors and visitors.
- xi. Sohar Steel aims to use energy efficiently in the production of materials and products and minimize the emission of greenhouse gasses associated with these processes. Reduce fossil fuel consumption and utilize renewal sources of energy.
- xii. Sohar Steel is committed to use energy in the most efficient, cost effective and environmentally responsible way.
- xiii. Sohar Steel recognize the need to use all materials in the most appropriate and sustainable manner.
- xiv. Sohar Steel is responsible stewards of sites used by preventing pollution and recognizing the importance of national heritage, ecological value and biodiversity during use and after the end of each site.
- xv. Sohar Steel aims to use water efficiently to minimize demand on potable water supplies, and treat process water and site run-off effectively to mitigate against pollution risks.
- xvi. Sohar Steel aims to manage all waste streams effectively by adopting the waste reduction hierarchy and minimize waste by best available technology and disposed off to engineered landfill with the permission of local statutory authority.
- xvii. Sohar Steel recognizes the social and environmental impacts of transportation and the need to adopt appropriate strategies to reduce adverse impacts.
- xviii. Sohar Steel aims to continue to support sustainable communities by providing employment and economic activity through fair operation practices, and recognize the importance of developing a skilled and competent workforce.
- xix. Sohar Steel aims to liaise effectively with the local community and strive to develop mutual understanding and respect.
- xx. Sohar Steel aims to manage for long term financial performance. Provide stability and enable long term investment in social and environmental aspects which underpin the economy.
- xxi. Sohar Steel is committed to responsible sourcing the supply chain.
- xxii. Sohar Steel is committed to continual improvement.
- xxiii. Sohar Steel aims to develop products that improve quality and sustainably of the built environment.
- xxiv. Sohar Steel committed to disclose information relevant to its management of sustainable development.

**Harssha Shetty**

**Chief Executive Officer**