

Steel Formed Sections Ltd Human Rights Policy applies to all SFS employees, those doing business with, or for, SFS and others who may act on SFS's behalf.

Steel Formed Sections Ltd design and manufacture Steel Framing Systems, and we are a leading manufacturer of Steel Studs & related products for Partition Walls & MF Ceiling Systems. SFS Human Rights Policy is committed under the guidelines of the **"BRE Environmental and Sustainability Standard - BES 6001:Issue 4.0-Framework Standard for Responsible Sourcing"** as per our **bre certificate number : RS0049 Issue:05**.

SFS's commitments:

SFS is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. SFS is an equal opportunity employer and recruits, hires, trains, promotes, compensates and administers all personnel actions without regard to any legally protected status.

In addition, SFS:

- a) Recognizes its responsibilities with regards to workplace health and safety, employee privacy and freedom of association.
- b) Prohibits the use of forced labor and child labor.
- c) Does not tolerate any form of harassment or discrimination; and
- d) Works to ensure compliance with applicable labour and employment laws, including those regulating wages and hours.

SFS respects international human rights principles in line with the United Nations Guiding Principles on Business and Human Rights at Work. Promote just, peaceful and inclusive societies. Goal 16 is about promoting peaceful and inclusive societies, providing access to justice for all and building effective, accountable and inclusive institutions at all levels.

SFS is also committed to a diverse workplace. Our employees are composed of individuals from different geographies, cultures, ethnicities, religions, races, genders, sexual orientations, abilities and generations. We are committed to fostering diversity, inclusion and engagement across all aspects of our business. We are also committed to integrity and operating at the highest ethical standards.

Our shared responsibility

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their relevant manager or directly with SFS Directors.

SFS will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate.

Further information is in SFS: **Policy No.P019 Modern Slavery & Human Trafficking Act Statement**.

Signed by Pat Burns on behalf of the Steel Formed Sections Directors:

Pat Burns

Position: **Managing Director**

Date:

12/06/2024