



شركة السويس للصلب
SUEZ STEEL CO.

Integrated Management System Policy
of Quality, Health & Safety, Environment and Energy Management

Suez Steel Company was established in 1997, at Attaka Industrial Zone, Suez. SSC is a steel integrated complex industry, produces a wide range of steel products such as (DRI – Billets – Rebar – Coils & Plain Steel Wire Rods), It also provides cutting and bending rebar services according to local and international standards.

SSC is committed to meet the current and future needs, desires, and expectations of all relevant parties in accordance with the international standards requirements ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, ISO 50001:2018, ISO 17025:2017, CARES, legal and other requirements, taking into consideration continuous improvement & development.

The other requirements commitment includes: -

- Achieving the company's strategic direction to be one of the leading companies in the steel industry locally, regionally, and worldwide.
- Delivering products that conform to international and local quality specifications.
- Setting and reviewing the company's policies and objectives on a regular basis for the integrated management system and commitment to provide the necessary information and resources to achieve those objectives.
- Awareness Programs about the importance of preserving the environment, health & safety of workers, as well as rationalizing energy consumption to promote the principle of sustainability.
- Ensuring effective participation of workers, their representatives, and relevant parties in decision-making regarding the integrated management system.
- Providing a healthy and safe work environment to prevent injuries & occupational diseases.
- Controlling occupational health and safety risks & environmental impacts according to ISO standards' requirements and promoting opportunities for improvement.
- Conserving the environment from pollution and waste of natural resources.
- Procuring and using efficient products and services that could affect energy performance as well as supporting engineering designs and modifications that contribute to energy performance improvement.
- Continual improvement and development of processes and products.
- Reducing quality, safety & environment risks and promoting improvement opportunities.
- Sustainable Training Programs to develop workers' capabilities, abilities and skills to enhance their performance level.
- Initiatives and actions to cope with future challenges, including compliance with the sustainability systems' requirements.

This policy is published within the company and made available to all relevant parties and reviewed periodically.



Managing Director

Rafic Daou





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Sustainability Policy

Suez Steel Company was established in 1997, at Attaka Industrial Zone, Suez. As an integrated unit, SSC produces a wide range of steel products such as (DRI – Billets – Rebar – Coils and plain Steel Wire Rods). It also provides cutting and bending rebar services according to local and international standards.

SSC is committed to compliance with Quality, Health and safety, Environment, Energy, and CARES Sustainable Constructional Steels International Standards.

SSC Commitment:

- Conserving environmental, health and safety, employee wellbeing and mental health, human rights, labor rights, assessing social and economic impacts of its activities, and recognition of the interactions between them.
- Complying with Egyptian laws and legislation.
- Continual improvement in management systems.
- Engaging with stakeholders to understand their concerns, risks, and opportunities.
- Ethical business practices and good corporate governance.
- Responsible sourcing in the supply chain.
- Contributing to a diverse and stable local economy.
- Sustainability principles (inclusivity, integrity, stewardship, and transparency).
- Ensuring sustainability principles, values, and policies are implemented and sustainability performance is monitored.
- Maximizing material efficiency, and use of recycled materials and by-products.
- Increasing energy efficiency by procuring efficient products and services that contribute to energy performance improvement.
- Minimizing the impacts related to its water use.
- Monitoring and minimizing transport social and environmental impacts.
- Monitoring and reduction of direct and indirect GHG emissions related to its operations.
- Monitoring and controlling all wastes arising from its operations according to the waste hierarchy.
- Managing all risks and potential impacts of its activities on biodiversity and ecosystems.
- Sustainable training programs to develop workers' capabilities, abilities, and skills to enhance their performance level.
- Supporting suppliers and subcontractors' commitment to sustainability requirements.

This policy is available, understood by all employees and declared for all stakeholders, and reviewed every year



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SSC Sustainability Principles

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SSC Commitment:

- **Accountability:** SSC is accountable for its impacts on society, the economy, and the environment. Including impacts on SSC's supply chain activities
- **Stewardship:** SSC is responsible for monitoring the use and protection of the natural environment through conservation and sustainable practices to enhance ecosystem resilience and human well-being
- **Transparency:** SSC is revealing and declaring its policies, events, and social charity to be communicated to employees and stakeholders.
- **Ethical conduct:** SSC is identifying, adopting, and applying ethical standards of conduct that fit its purpose and activities following the principles described in CARES.
- **Respect the interests of the parties concerned:** SSC identifies its interested parties and recognizes their legal rights, considering their needs and expectations that may be affected by the decisions or activities of the company.
- **Respect the rule of law:** SSC is respecting the rule of law in a mandatory manner and complying with the legal requirements within the jurisdictions in which the company operates.
- **Respect human rights:** SSC is respecting the rights set out in the International/national Charter of Human Rights.
- **Fair treatment of suppliers:** SSC ensures fair opportunities in all procurement decision-making for all suppliers., including local suppliers, and small and medium-sized enterprises (SMEs).
- **Innovative solutions:** SSC is eager to seek solutions to address its sustainability objectives and encourage innovative procurement practices to promote more sustainable outcomes throughout the entire supply chain.
- **Focus on needs:** SSC reviews demand to buy only what is needed and seek more sustainable alternatives.
- **Integration:** SSC ensures that sustainability is integrated into all existing business practices to maximize sustainable outcomes.
- **Analysis of all costs:** SSC considers the cost incurred over the life cycle, value for money achieved, and the costs and benefits for society, the environment, and the economy resulting from its procurement activities.
- **Continual improvement:** SSC works towards continually improving its sustainability practices and outcomes, and encouraging organizations in its supply chains to do the same.

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Antibribery & anticorruption policy

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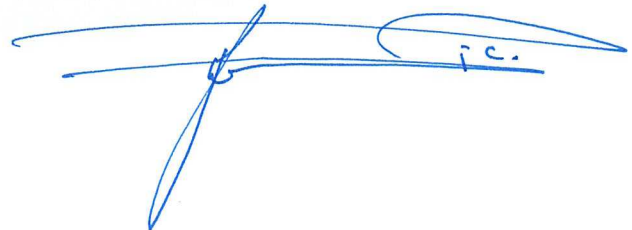
SSC Commitment:

- Prohibit employees from giving, promising to give or offer payment, gift, or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given.
- Prohibit employees from giving, promising to give, or offering payment, gift, or hospitality to a government official, agent, or representative to "facilitate" a procedure.
- Prohibit employees from accepting payment from a third party offered with the expectation that the third party will obtain a business advantage in return for the payment.
- Prohibit employees from disclosing industrial or commercial business secrets and in general, any matter related to the company's business and activity. All employees and workers shall maintain confidentiality in all matters related to the company's works, internal and external affairs, and work system.
- The prevention, detection, and reporting of bribery and other forms of corruption are the responsibility of all those working for Suez Steel Company or under its control. All personnel must avoid any activity that might lead to, or suggest, a breach of this policy.

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Code of conduct policy

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SSC Commitment:

- **Non-discrimination:** SSC does not accept any form of discrimination against male, female, and special needs employees
- **Forced labor:** SSC prohibits any form of forced labor, slave labor, or human trafficking.
- **Child labor:** SSC does not accept the hiring of child labor under any circumstances. According to national and international laws.
- **Freedom of association and collective bargaining:** SSC respects employees' rights to form, not join, or join a labor union or other organization of their choice
- **Harassment:** SSC protects workers from any acts of physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace.
- **Working hours, Benefits, and wages:** SSC ensures, as a minimum, it adheres to all applicable laws or industry standards, relating to wages, working hours, overtime, and benefits.
- **Leave:** SSC grants all employees the right to sick leave, annual holiday, and parental leave for employees who have to care for a new-born child
- **Employee contracts and letters:** All SSC employees are provided with a written, understandable, and legally binding contract/letter.
- **Safe Work Environment:** SSC guarantees a safe work environment to all employees.
- **Respect in the workplace:** All employees should respect their colleagues; SSC guarantees equal opportunities in all aspects of work from recruitment and performance evaluation to interpersonal relations.
- **Professionalism:** All employees must show integrity and professionalism in the workplace. All employees must follow the company's dress code and personal appearance guidelines.

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Human rights and labor policy

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SSC Commitment:

- Responsibility for ensuring sustainability values, principles, and policies are effectively implemented
- Due diligence as a means to identify and evaluate existing activities to prevent human rights violation risks.
- Studies, investigates and resolves any kind of employee complaints with due diligence through multiple channels.
- Prevents any form of discrimination within the company against male, female, and special needs employees
- Prohibits the use of any form of slavery or human trafficking & ensures that Modern Slavery is not taking place in any part of the business or supply chains
- Keeps and maintains Civil and political rights by the Egyptian constitution and laws
- Maintains the economic, social, and cultural rights of employees and their families.
- Complies with all the rights mentioned in the Egyptian labor laws and all other national bylaws, in terms of employee rights and obligations
- Providing a safe and healthy workplace to all employees through safety & health laws, rules, and regulations.
- Establishes all necessary Standard Operating Procedures (SOPs), and guidelines to guarantee that roles and responsibilities are met by Human Rights Policy.
- Ensuring its compliance with openness and transparency expectations either in doing the right thing or ensuring clarity about how it complies with adopted business ethics policy.
- All employees will receive equal pay for work of equal value.
- Paying and rewarding systems are transparent, based on objective criteria (using job evaluation), and free from bias with all aspects of equality.

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Business Ethics Policy

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SSC Core Values

Commitment, Science-Based Decision, Teamwork, Excellence, Innovation, maturity, Safe - Workplace, Environment, and continual improvement.

SSC Commitment:

- **Confidentiality:** All Employees shall not disclose, any confidential information relating to Suez Steel company operations, documents, staff, or other company interested parties, for any other organizations and/or businesses directly or indirectly.
- **Conflict of interest:** The Company's best interests must be the first in its dealings with customers, suppliers, competitors, existing and potential business partners, and other stakeholders and representatives. Employees should not engage in any activity, or practices, directly or indirectly, conflicting with the interests of the Company.
- **Integrity and Reputation:** SSC is taking serious actions and procedures to ensure integrity and address risks to reputation and its control.
- **Compliance with laws:** SSC is taking serious actions and procedures to control corruption and bribery as it has zero tolerance for all forms of fraud including fraudulent financial reporting, misappropriation of assets, and corruption.
- **Reporting of any illegal or unethical behavior:** The company encouraged employees, stakeholders, and shareholders to report the actions of individuals or companies considered contrary to the Code of Ethics of Suez Steel Company.
- **Controlling violations:** Suez Steel company takes necessary actions to report any illegal or unethical behavior to control violations of Ethical Standards, and the rules and regulations that govern the company.

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Managing Director

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Sustainable Procurement Policy

Suez Steel Company was established in 1997, at Attaka Industrial Zone, Suez. As an integrated unit, SSC produces a wide range of steel products such as (DRI – Billets – Rebar – Coils and plain Steel Wire Rods). It also provides cutting and bending rebar services according to local and international standards.

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Suez Steel Company Encourage supplier and contractor to implement and continually improve sustainability pillars in their works to have a sustainable procurement.

SSC is committed to :

- Motivating suppliers and subcontractors to have a sustainability management system and sustainable procurement policy.
- Collaborating with suppliers to improve social (including health, safety, and human rights,), environmental, and ethical standards. This may include assessments, such as process audits, and site visits to evaluate performance against SSC principles.
- Collaborating with suppliers to eliminate all work-related injuries in their workforce or community.
- Assisting suppliers to identify activities and related risks, for achieving improvement promptly possibly by the sharing of good practices or training.
- Conducting our business with suppliers in a fair, objective, transparent, and professional manner.
- Communicating policy with SSC employees and stakeholders.

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