

Sustainability Policy

Introduction:

Coen Steel is committed to achieving a high standard of sustainability through the services we provide and the way that we operate as a business. We recognise both our moral obligation to safeguard the environment and the business benefits of the efficient use of natural resources.

This statement sets out Coen Steel's actions to help ensure that our business activities have a positive environmental impact.

Aim of the policy

We aim to minimise our environmental impact through reducing waste, emissions, water consumption and energy such as electricity and other resources and materials used in our business activities and will try to achieve this by:

- Implementing best practice standards.
- Complying with all current relevant legislation.
- Raising awareness of staff, sub-contractors, and others in our supply chain of our policy and encourage them to implement sustainability work practices.
- Considering the impact of our work on the environment and further steps that can be taken to improve our approach to sustainability.
- Committing to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.

To achieve these aims Coen Steel will:

- Provide a safe and healthy workplace.
- Support diversity and inclusion.
- Supporting the surrounding community by looking to employ local people where possible.
- Create useful opportunities for development of skilled local workers.
- Engage early and meaningfully with stakeholders, communities, industry and government.
- Avoid harming the lives of local people.
- Support local businesses.
- Encourage our employees to volunteer via programs organised internally or externally.
- Support local charities by donating time e.g., staff participation in volunteering days.
- Look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centres, or other.
- Strive to better understand both the direct and indirect impact that our practices may have on the environment.
- Minimise or offset our impact on the environment.
- Work towards the conservation of energy, water and resources in all our operations.
- Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- Increase where possible the use of renewable resources.
- Protect and support biodiversity.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.
- Work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- Be an environmentally responsible neighbour in our community.
- Promote environmental awareness throughout all operations of the company.
- Work with our hauliers to reduce empty miles & burn less fuel with less carbon emissions into the air.
- Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.
- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our existing business models, accounting and reporting.
- Reduce operating costs through improved resource management e.g., water, waste, energy, carbon, employee engagement.
- Manage risk of operational disruptions e.g., resource scarcity, climate change impact, or community risks.
- Reduce reputation risks and communicate actions.

This Policy is communicated to everyone working for or on behalf of Coen Steel and will be prominently displayed in our offices and shared through our media channels. This policy will be reviewed annually to ensure it remains relevant and appropriate to our activities and will be made available to other interested parties on request.



Michael Curtin
COO
Reviewed: Oct 2023