

Metro Steel Fabrication Western Australia (MSFWA) is committed to meaningful engagement with our host communities. We believe we are responsible for our actions and we value local cultures, customs and traditions. We believe that price is not the only variable to be considered when finding value for money; effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the supply life cycle, from exploration through development, operations and closure. We are committed to pursuing the best long-term outcome for our investment by achieving the appropriate quality and quantity with that investment. We are committed to ensuring that any impacts arising from our operations are managed appropriately and transparently and employ people with the necessary skills and knowledge to provide supply chain leadership and to meet our performance obligations.

Our Commitment

MSFWA will:

- 1) Comply with all applicable laws and regulations and pay due consideration to the environment;
- 2) Provide suppliers with equal opportunities for transactions;
- 3) Conduct all transactions ethically;
- 4) Audit regularly our internal purchasing/supply chain department and denunciate/investigate any internal fraud; and
- 5) Maintain the highest level of integrity and objectivity in the decision-making process.

Compliance with Laws, Regulations, Standards and Social Customs

Suppliers are required to comply with and abide by laws, regulations, standards and appropriate social customs of Australia as well as the best international practices.

Considerations for the Promotion of the Formal Sector

We will prioritise local suppliers wherever possible. MSFWA also acknowledges that it understands that many Australia workers are involved in the informal sector.

MSFWA will put its best efforts to consider the informal sector in the framework of the applicable regulations. Nevertheless, all suppliers are encouraged to carry out their activities within the formal sector and MSFWA will pay particular attention to the efforts of companies working in the informal to initiate procedures for registration in accordance with the various regulations and provisions applicable in Australia.

Human Rights, Health and Safety

At MSFWA, we respect human dignity in all we do, and we value diversity in our workplaces. We act in a way that does not discriminate against people based on their ethnicity, nationality, religion, gender, age, sexual preference, disability, social origin, political opinion or any other bias, and we do not tolerate any form of workplace discrimination.

We do not and will not ever use child, forced or compulsory labour in our operations and finding out that our contractors engage in such activities will result in immediate termination of any business relationship.

Suppliers are expected, in any kind of business activity, to respect basic human rights and to establish safe and clean working environment. MSFWA will not purchase from any supplier who engages in or condones forced labour, inhumane treatment and infringement on human rights, child labour or discrimination.

MSFWA encourages payment of appropriate wages for the work done, regulation of working hours, respect for the freedom of association for the labour force, and establishment of a clean and safe working environment.

Our servicing contracts will include a section where our suppliers and contractors commit to follow MSFWA's Code of Conduct Policy. An audit will be organised, and contracts can be terminated in case of infringement from the supplier or contractor.

Fair Dealing

We behave honestly in the marketplace. We work honestly and always act in the best interests of the Company and our Client's. We expect all employees to be careful stewards of the Company and Client's money and property and encourage all employees to identify and communicate opportunities for cost saving and business improvement.

APPROVED:

23rd October 2020 / Revision No. 0



Peter Johnson
Director



Gary Foster
Director