



## Responsible Sourcing Policy

The Responsible Sourcing policy communicates Qatar Steel's working principles with its suppliers and establishes expectations and commitment of its suppliers to minimum standards for Sustainable Development principles such as fair business practices, health and safety, environmental performance, and human rights. This policy applies to all QATAR STEEL suppliers. ("Supplier" refers to a company with the ability to supply a product or service).

Qatar Steel's suppliers are an integral part of our business process, and they play a major role in contributing to the efficiency of the company and contribute to human health and environment protection. Qatar Steel has suppliers spread across the world and a vast majority of our total procurement accounts for major key raw materials used in the iron and steel-making process. Our major key raw materials include Iron Oxide Pellets, Steel Scrap, Fluxes (Limestone and Dolostone), Ferroalloys, Carbon Materials (Lump Coke, Carbon Injection Material) and Graphite Electrodes. QATAR STEEL expects its major key raw material Tier 1 suppliers to comply with the key principles of this Responsible Sourcing Policy such as compliance to Fair Business Practices, Health and Safety, Environmental Protection and Human Rights to establish long-term sustainable relationships and to promote supply chain transparency on Environmental, Social and Governance related issues.

As per the ResponsibleSteel Standard requirement, Qatar Steel is also committed to,

- Strive and reach full visibility of input material supply chains over time.
- Promote recognized input material programs to direct and indirect input material suppliers.
- Establish a chain of custody in upstream supply chains for input materials that are from responsible sources.
- Report publicly and regularly on efforts to source input materials responsibly.
- Encourage our suppliers to demand sustainable ESG practices from their suppliers.

Qatar Steel is dedicated to maintaining the highest ethical and legal standards in the conduct of business. Our Code of Ethics and Business Conduct is designed to ensure that all employees and suppliers operate with integrity, transparency, and fairness.

Qatar Steel seeks collaboration from all our suppliers to support sustainable business practices in alignment with Qatar Steel's Sustainability Policy, Code of Ethics and Business Conduct, Human Rights Policy and the United Nations Sustainable Development Goals (SDGs).

### Key Principles of this policy include:

- **Compliance with Laws and Regulations:** All activities must adhere to applicable legal and regulatory requirements to uphold the law and maintain our reputation.
- **Fair Business Practices:** Transparency and Accountability in all business dealings are essential. We expect our suppliers to disclose ESG-related issues and collaborate with us to improve performance. Qatar Steel's Code of Ethics and Business Conduct stipulates the ethical standards and business practices to be followed by all Qatar Steel employees and we expect our suppliers to comply with similar Code of Ethics and Business Conduct policies in all their business practices. All interactions must be conducted with fairness, integrity, and respect, fostering long-term sustainable relationships
- **Prevention of Corruption and Fraud:** We are committed to preventing corruption, bribery, extortion, and money laundering. All employees and suppliers must engage in honest and ethical behavior.
- **Respect for Human Rights:** We support and respect the protection of internationally proclaimed human rights and expect our suppliers to do the same. Qatar Steel respects the human rights of employees and the communities in which we operate. We encourage our suppliers to comply with human rights and labor practices or standards, such as:
  - No use of forced and child labor as per ILO conventions.
  - No discrimination based on gender, race, ethnicity, age, or religion.
  - Workers' pay and conditions meet legal and mandatory industry standards.
  - Provision of a safe and healthy workplace.
  - Establishment of a grievance redressal mechanism.
- **Health and Safety:** Ensuring the well-being of our workforce is paramount. Qatar Steel is committed to ensuring zero harm to all its workforce, whether directly or indirectly employed. Accordingly, we expect

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our suppliers to adopt health and safety management practices that safeguard their workers and contractors. Suppliers with management systems accredited to ISO 45001:2018 or equivalent will be regarded to satisfy this requirement. In the absence of such frameworks, we recommend that suppliers develop internal policies, governance, and implementation mechanisms as required. Additionally, all suppliers with a workforce working at any Qatar Steel sites must conform to the minimum standards required by Qatar Steel's HSE rules and regulations.

- **Environmental Responsibility:** Qatar Steel is committed to abiding by relevant environmental legislation in its operational areas to create a lasting positive impact on the environment. This commitment is supported by our efforts toward the efficient use of natural resources and the adoption of eco-friendly business practices. We strive for sustainable business practices that protect the environment and promote efficient use of resources. We expect our suppliers to adopt suitable and robust management practices for environmental protection.

**Key environmental issues to focus on include:**

- Reduction in greenhouse gas emissions and dust emissions.
- Energy efficiency and adoption of renewable energy.
- Reduction in freshwater consumption and effluent discharge.
- Sustainable waste management practices, especially for hazardous waste.
- Biodiversity protection and enhancement.

By adhering to these principles, Qatar Steel and its suppliers can ensure ethical and responsible business operations, contributing to our overall Sustainable Development Goals (SDGs).

Qatar Steel expects our suppliers and encourages their suppliers to implement a similar document that covers the requirements of this policy to enhance overall ESG practices and performance.



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