



# CR Steel Ltd - Code of Conduct

## 1. Introduction

This Code of Conduct (“the Code”) establishes the standards of behaviour expected of all employees, officers, contractors, and representatives of CR Steel Limited (“the Company”). The Code is designed to ensure compliance with applicable legislation, including but not limited to:

- The Companies Act 2006
- The Bribery Act 2010
- The Health and Safety at Work etc. Act 1974
- The Equality Act 2010
- The Construction (Design and Management) Regulations 2015 (CDM 2015)

Adherence to this Code is a condition of employment and engagement with the Company.

## 2. General Principles

- Integrity: All business shall be conducted honestly, transparently, and in good faith.
- Respect: All individuals shall be treated with dignity, fairness, and without discrimination.
- Safety: Health, safety, and environmental protection shall be prioritised in all operations.
- Accountability: Employees shall be responsible for their actions and decisions.
- Compliance: All applicable laws, regulations, and internal policies must be observed.

## 3. Workplace Conduct

- Employees shall maintain a professional environment free from harassment, bullying, or discrimination.
- Diversity and inclusion shall be actively promoted across all levels of the Company.
- Confidential information and intellectual property shall be safeguarded at all times.
- Company resources shall be used responsibly and solely for legitimate business purposes.

## 4. Health, Safety, and Environment

- All employees shall comply with the Health and Safety at Work etc. Act 1974 and CDM 2015 regulations.
- Safety procedures must be followed without exception; hazards must be reported immediately.
- Environmental responsibilities include minimising waste, emissions, and energy consumption.
- The Company shall pursue continuous improvement in sustainability and environmental performance.



## 5. Business Integrity

- Conflicts of interest must be avoided and disclosed where unavoidable.
- Bribery, corruption, and improper inducements are strictly prohibited under the Bribery Act 2010.
- Financial records and reporting must be accurate, complete, and compliant with the Companies Act 2006.
- The Company shall compete fairly and comply with all applicable competition laws.

## 6. Community and Stakeholder Relations

- The Company shall engage responsibly with local communities and stakeholders.
- Initiatives supporting education, skills development, and sustainable growth shall be encouraged.
- Human rights shall be respected across all operations and supply chains.

## 7. Reporting and Whistleblowing

- Employees must report suspected breaches of this Code or applicable laws through designated reporting channels.
- Reports shall be investigated promptly and impartially.
- Retaliation against whistleblowers is prohibited and will result in disciplinary action.

## 8. Compliance and Enforcement

- All employees are required to read, understand, and comply with this Code.
- Managers shall ensure awareness and adherence within their teams.
- Breaches of this Code may result in disciplinary measures, including termination of employment or contract.

## 9. Review and Amendment

- This Code shall be reviewed annually to ensure ongoing relevance and compliance.
- Amendments may be made by the Board of Directors and communicated to all employees.



## Approval

Approved by:

**Ryan Heighton – Managing Director**

Signature:

Revision Status	Document Owner	Date	No' of Pages
0	RH	05.01.2026	3