

## Equality, Diversity and Inclusion Policy

### Overview

voestalpine Metsec plc “Metsec” is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected, appreciated and able to give their best.

Metsec in providing products, design and transportation services is committed against all forms of discrimination of customers or the public.

### Policy Purpose

This policy’s purpose is to:

1. Provide equality, fairness, and respect for all in our employment, whether temporary, sub-contracting, part-time or full-time.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
  - age;
  - disability;
  - gender reassignment;
  - marriage and civil partnership;
  - pregnancy and maternity;
  - race (including colour, nationality, and ethnic or national origin);
  - religion or belief;
  - sex; or
  - sexual orientation.
3. Oppose and avoid all forms of unlawful discrimination. This includes but is not limited to:
  - pay and benefits;
  - terms and conditions of employment;
  - dealing with grievances and disciplinary matters;
  - dismissal;
  - redundancy;
  - leave for parents;
  - requests for flexible working; and
  - selection for employment, promotion, training, or other developmental opportunities.

## **Commitments**

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense.
2. Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all employees are recognised and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under this equality, diversity and inclusion policy. Responsibilities include employees conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination.

All employees should understand they, as well as Metsec, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others during Metsec's work activities or when representing the Company at social events. Such acts will be dealt with as misconduct under Metsec's grievance and/or disciplinary procedures, and appropriate action shall be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and also a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for any training, awareness, development, and progress available to all employees, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Provide regular training on equality, diversity, and inclusion topics to help raise awareness, prevent discrimination, and promote a more inclusive workplace culture.
6. Make decisions concerning employees being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this equality, diversity and inclusion policy.
8. Make necessary adjustments to the physical workplace, providing assistive technologies, and ensuring that communication is accessible to all employees, including those with visual or hearing impairments.
9. Metsec places considerable importance on inclusivity and as such shall encourage inclusive language in all communications, including internal documents, meetings, and interactions with customers and clients, with the objective of ensuring everyone feels respected and valued regardless of their background or identity.

## voestalpine Metsec plc

10. Metsec shall carry out regular reviews to ensure ongoing compliance with equality laws and best practices. The reviews shall include conducting periodic audits, collecting feedback from employees, and revising the policy as needed to address emerging issues or changes in legislation.

### **Agreement to follow this policy**

This equality, diversity and inclusion policy is fully supported by senior management (Executive Management Committee) and has been agreed with employee representatives (Works Consultative Committee).

Use of Metsec's grievance or disciplinary procedures do not affect an employee's right to make a claim to an employment tribunal within three months of any alleged discrimination.

Neil Richardson  
**Managing/Board Director**  
voestalpine Metsec plc

Thomas Baumgartner  
**Financial/Board Director**  
voestalpine Metsec plc