



EMPLOYMENT AND SKILLS POLICY

Heiton Steel is one of the leading manufacturers of cut & bent reinforcement steel in Ireland. Heiton Steel is committed to promoting the learning and development of employees and shall carry out regular performance reviews within the cut & bend process.

Heiton Steel is committed to:

- ❖ Implementing responsible sourcing awareness / training for all relevant professional and functional training.*
- ❖ Implementing an induction programme which shall refer to aspects related to health and safety, human rights, sustainability, corporate responsibility and business ethics.*
- ❖ Implementing appropriate and transparent human resource practices for recruitment, contract, fair wages and working hours*
- ❖ Reporting to Stakeholders on its performance relating to the learning and development of employees.*
- ❖ Providing external verification of learnings and development information and data.*
- ❖ Enhancing diversity and inclusiveness of the workforce.*
- ❖ Fulfilling all regulatory / compliance requirements.*
- ❖ Communicating the Employment and Skills Policy amongst all Stakeholders*

The General Manager and all management employees in the reinforcement sector at Heiton Steel are committed to promoting the learning and development of employees along with regular performance reviews and undertake to review and revise the Policy for continuing suitability.

Signed: _____

A handwritten signature in black ink, appearing to be "B. V. ...", written over a horizontal line.

Date: 09.JAN.2026