



## WORKFORCE INCLUSION & DIVERSITY POLICY

*Heiton Steel is one of the leading manufacturers of cut & bent reinforcement steel in Ireland. Heiton Steel is committed to enhancing the diversity and inclusiveness of its workforce while conducting regular performance reviews within the cut & bend process.*

❖ *Inclusion*

*Heiton Steel shall create a work environment where everyone has an opportunity to fully participate in creating business success and where each person is valued for their distinctive skills, experiences and perspectives.*

❖ *Diversity*

*Heiton Steel shall recognise the existence of many unique individuals in the workplace. This includes men and women from different nations, cultures, ethnic groups, generations, backgrounds, skills, abilities and other unique differences.*

*Heiton Steel is committed to:*

- ❖ *Working towards the elimination of any form of harassment and bullying within the workplace, whether it is sexual, verbal, non-verbal or physical nature.*
- ❖ *Treating all Stakeholders with dignity and respect, promoting diversity and inclusion and not practicing any form of unlawful discrimination.*
- ❖ *Fulfilling all regulatory / compliance requirements.*
- ❖ *Communicating the Workforce Diversity Policy amongst all Stakeholders*

*The General Manager and all management employees in the reinforcement sector at Heiton Steel are committed to enhancing the diversity and inclusiveness of its workforce while conducting regular performance reviews and undertake to review and revise the Policy for continuing suitability.*

Signed: \_\_\_\_\_

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

Date: \_\_\_\_\_

09.JAN.2026