



شركة الاتحاد الحديد والصلب ذ.م.م
UNION IRON & STEEL CO LLC
MADE IN UAE

UNION IRON AND STEEL CO LLC

OCCUPATIONAL SAFETY HEALTH & ENVIRONMENT POLICY

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Union Iron & Steel Company is a manufacturer of steel bars for concrete reinforcement (Rebar). The Management of Union Iron & Steel is committed to protecting and conserving the environment, and to protecting and promoting the health and safety of employees, contractors, visitors, suppliers, and interested parties who may be affected by its activities. Top management accepts overall accountability for the effectiveness of the OSHE Management System and ensures it is integrated into the strategic direction and core business processes of the company.

To fulfill this commitment, Company will:

- ❖ Conduct all activities in compliance with applicable federal, national, local, and international legal and other requirements, and periodically evaluate compliance performance to ensure accountability.
- ❖ Develop, implement, maintain, and continually improve an effective OSHE Management Program meeting ISO 45001:2018, ISO 14001:2015, and ADPHC legislation requirements, with measurable objectives and targets for continual improvement.
- ❖ Prevent injury, ill health, and work-related hazards by eliminating hazards, reducing OH&S risks, identifying risks, implementing operational controls, and promoting safe systems of work across all operations.
- ❖ We are committed to identifying and managing the significant environmental aspects and impacts of our steel rebar manufacturing operations to minimize adverse effects on the environment."
- ❖ Protect the environment by preventing pollution, promoting rational use of natural resources, mitigating and adapting to climate change, and conserving biodiversity and ecosystems.
- ❖ Consult, communicate, and actively involve workers, contractors, and their representatives, ensuring they are protected from retaliation and empowered to participate in OSHE decision-making.
- ❖ Ensure this policy is documented, maintained, and communicated to all employees, contractors, suppliers, regulators, and interested parties, and made available publicly to demonstrate transparency.
- ❖ Provide appropriate resources, training, and support to ensure competence, awareness, and accountability for OSHE responsibilities at all levels.
- ❖ Review, monitor, and measure OSHE performance regularly, ensuring corrective actions are taken where objectives are not met, and driving continual improvement.
- ❖ Plan, test, and review emergency preparedness and response procedures to safeguard people, property, and the environment.
- ❖ Integrate OSHE principles into procurement, maintenance, project planning, and overall organizational strategy to ensure sustainable performance.

This OSHE Policy will be reviewed annually and amended as necessary to remain suitable, adequate, and effective. Copies will be made available to employees and contractors, published online, and communicated to clients, suppliers, and regulators to encourage adoption of OSHE principles across the supply chain.

Date: 20.01.2026


CHIEF EXECUTIVE OFFICER