

Human Rights Policy



BlueScope is committed to respecting and upholding human rights across our business practices and supply chains. We believe that everyone should be treated with dignity and respect, and we are working to ensure our business activities and practices are aligned with the United Nations Guiding Principles on Business and Human Rights.

We are guided by Our Purpose and Our Bond, and together these documents express our values, principles, and vision to strengthen our communities for the future. They guide our actions and decisions, and are complemented by our Code of Conduct, How We Work, which supports us in choosing to do what is right. These commitments guide and inform our approach to human rights:



Our People

- We respect and support the dignity, wellbeing and human rights of our employees and believe that everyone must be treated fairly and without discrimination. We are built on a culture of trust and direct engagement, where all BlueScope employees are encouraged to communicate openly with management regarding working conditions. We respect the rights of employees to freedom of association and voluntary collective bargaining in accordance with local laws.
- It is expected that all employees understand and follow our Code of Conduct, How We Work.

Our Workplace

- We believe that a culture of inclusion is essential for a respectful workplace, and we recognise and value the different skills, experiences, perspectives, and backgrounds that our people bring to the Company.
- We have a commitment to providing safe and healthy working conditions for our people and the partners who choose to work with us.
- We pay at least the legal minimum wage or higher, provide all legally and contractually mandated benefits and reward overtime at a premium. Wages are paid in full and through monetary means.
- We are committed to building leadership awareness and capability on identifying human rights issues.

Our Communities

- We believe that all communities have the right to a safe and healthy environment, and we are committed to respecting this right.
- We seek proactive feedback from community groups to ensure our relationships remain strong and their voices are clearly heard, and engage with all stakeholders as required.
- We recognise the importance of the diverse cultural heritage in our communities, and the rights of all Indigenous peoples.

Our Partners

- We seek to engage partners who uphold the values expressed in Our Bond and this Human Rights Policy. Our partners include suppliers, customers, contractors and sub-contractors, and all community stakeholders. We support the elimination of all forms of forced or compulsory labour and the abolition of the worst forms of child labour and require our partners to do the same.
- We are committed to ensure that all security providers respect human rights and public freedoms.
- We specifically view the performance of our suppliers as an integral part of BlueScope's value chain and therefore expect them to meet high legal, ethical, environmental and employment standards.

Our Approach

Due Diligence

Through due diligence and an appropriate remedy and governance process we aim to identify, assess, remedy, and track adverse impacts on human rights in which we may be involved.

Governance

The Board maintains oversight of all human rights issues to ensure our expectations as defined by the values expressed in Our Bond are realised wherever we operate.

Feedback and Complaints

At BlueScope we are committed to fostering a culture of speaking up when something isn't right and protecting those that do. For further information please see BlueScope's [Speak Up Policy](#). If you see something that is not consistent with Our Bond, our Code of Conduct, How We Work, or this Policy you should speak up. If you wish to speak up, raise a concern or complaint or seek further advice you should speak with your manager or your local People or Ethics & Compliance representative, send an email to ethics@bluescope.com or contact BlueScope's externally managed confidential hotline at www.bluescopespeakup.deloitte.com.au or by email bluescopespeakup@deloitte.com.au