

Meridian Metal Trading Ltd: Responsible Sourcing Policy 2019-20.

Meridian Metal Trading Ltd is committed to the purchase and processing of sustainable steel products. In support of this goal, we will work with our suppliers to:

- Operate a lean supply chain that supports our corporate responsibility values.
- Develop sourcing solutions in line with customer, regulatory and wider stakeholder needs, and expectations.
- Create long-term value and reduce risk for our business, our suppliers, and our stakeholders.

We will achieve these objectives by setting responsible sourcing standards, by collaborating, innovating, and embedding responsible sourcing into our business processes.

1. Introduction: Meridian Metal Trading Ltd's Responsible Sourcing Policy (RSP) communicates how we will work with our suppliers, and ensure they meet the minimum health and safety, human rights, ethical and environmental standards.

We encourage our suppliers to work with us to identify and develop ongoing performance improvements to our responsible sourcing programme. We hope that this RSP will promote sustainable business practices by our suppliers.

Meridian Metal Trading Ltd defines its supply chain as the goods and services purchased for, and utilised in its operations.

The RSP is a key principle in Meridian Metal Trading Ltd's procurement approach, and is given systematic consideration alongside factors such as price and quality.

2. Scope: This policy applies to all of Meridian Metal Trading Ltd's suppliers and contractors and their affiliates and applies to all products and services that Meridian Metal Trading Ltd purchases. We will encourage our suppliers to promote the requirements of this policy within their own supply chain, and will give recognition to suppliers who do this.

3. Our commitment to suppliers: To implement the policy, Meridian Metal Trading Ltd will:

- **Collaborate:** Work with suppliers to improve social (including health and safety and human rights), environmental and ethical standards. This may include joint assessments, such as site visits, to evaluate performance against the Policy.
- **Support:** Assist suppliers to identify activities that fall below the requirements of the Policy and work towards achieving improved conditions in a timely manner.
- **Prioritise:** Focus attention on those parts of the supply chain where the risk of not meeting the requirements of the Policy is highest and where the maximum improvement can be made.
- **Respect:** Conduct our business with suppliers in a fair, objective, transparent and professional manner. This includes treating suppliers' employees working at our premises with the same workplace practices as our own staff.
- **Promote:** Act as an advocate for responsible supply chain practices within our industry.
- **Communicate and Train:** Ensure that all our employees are aware of the Policy, and that those responsible for purchasing are appropriately trained.
- **Improve:** Regularly review our programme and practices to ensure they contribute to our responsible sourcing vision.

4. What Meridian expects from our suppliers: Suppliers are strongly encouraged to collaborate with Meridian Metal Trading Ltd to identify further opportunities to improve responsible business practices in the areas of health and safety, human rights, ethics and environmental stewardship along the supply chain.

4.1. Health and safety: Meridian Metal Trading Ltd is committed to working towards a goal of zero accidents and injuries, as well as general wellbeing in the workplace and beyond.

4.2. Human Rights: Meridian Metal Trading Ltd respects all human rights, of employees and local communities, and is committed to promoting these principles.

Meridian Metal Trading Ltd will encourage its suppliers to develop and implement policies and procedures to ensure respect of all human rights in their businesses, and those of their suppliers.

Where local laws prohibits the supplier from upholding certain aspects of the Policy or the Human Rights Policy, the supplier should comply with local laws while seeking to respect human rights.

4.3. Ethics: Meridian Metal Trading Ltd is committed to apply fair, ethical, and transparent business practices.

Meridian Metal Trading Ltd does not buy materials and services that do not comply with national or international laws and conventions. Meridian Metal Trading Ltd is committed to using raw materials of legal and sustainable origin.

4.4. Environmental stewardship: Meridian Metal Trading Ltd is committed to making steel more sustainable. To achieve this goal Meridian Metal Trading Ltd are committed to follow best practices in environmental management, including energy and resource efficiency, biodiversity management, waste reduction and recycling.

5. Documentation and Monitoring: Suppliers will provide Meridian Metal Trading Ltd or its representatives with copies of all relevant information, to co-operate and to use reasonable endeavours to ensure that their sub-contractors do the same.

6. Review: Meridian Metal Trading Ltd will periodically review this Policy and the implementation programme, with respect to its suitability and effectiveness.



Director.
Meridian Metal Trading Ltd.

Date: 5th January 2012.
(Reviewed 3rd January 2019 AP/mjt).