

# STATEMENT ON HUMAN RIGHTS

**BLUESCOPE IS COMMITTED TO RESPECTING HUMAN RIGHTS IN ALL OF THE COUNTRIES WHERE WE OPERATE. WE BELIEVE THAT ALL PEOPLE SHOULD BE TREATED WITH DIGNITY AND RESPECT, AND WE ARE WORKING TO ENSURE OUR BUSINESS ACTIVITIES AND PRACTICES ARE ALIGNED WITH THE UN GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS.**

We are guided by 'Our Bond', a written expression of our values and principles that also reflects the importance of our customers, suppliers, our people, our shareholders and the communities in which we operate. Our Bond guides our actions and decisions and supports us in choosing to do what is right. We have a Guide to Business Conduct which outlines expected behaviours in the market place and key personnel are regularly educated regarding those expectations. Our commitment to human rights includes the following commitments.

## OUR PEOPLE

- We believe that employees must be treated fairly and without discrimination. All employees in BlueScope have the right to choose to be represented by an employee association and are free to exercise this right.

## OUR WORKPLACE

- We believe that equality of opportunity is an essential ingredient of a respectful workplace and to that end we are actively working to improve our gender diversity. We have an absolute commitment to delivering a zero harm workplace for our employees and for the suppliers, contractors and customers who chose to work with us.

## OUR COMMUNITIES

- We respect the human rights of the communities in which we operate, and meet regularly with our local communities to ensure our relationships remain strong and their voices are clearly heard. We recognise the rights of Indigenous peoples in all jurisdictions in which we operate.

## OUR SUPPLIERS

- We seek to engage suppliers who hold values similar to those expressed in Our Bond and this Statement on Human Rights. We support the elimination of all forms of forced or compulsory labour and the abolition of child labour and require our suppliers to do the same.

A whistleblower hotline is readily accessible on our website and open to all of our stakeholders if questionable conduct is observed or suspected. We have policies and processes in place to ensure grievances can be addressed sensitively and without fear of repercussion.

The Board, through its Risk and Sustainability Committee, maintains oversight of all sustainability issues including human rights to ensure our expectations as defined by the values expressed in Our Bond are realised wherever we operate.

**MARK VASSELLA**  
Managing Director & CEO

February 2018