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| SUSTAINABILITY POLICY  |
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| SUSTAINABILITY OBJECTIVES: |

Throughout all facets of our business operations, Pacific Steelfixing is dedicated to sustainable practices. A business's economic, environmental, social, and corporate governance components are all included in the concept of sustainability. This policy outlines the integration of sustainable practices into Pacific Steelfixing's business operations.

* Adhere to our common values and conduct our organizations in an ethical manner.
* Ensure that our employees have a safe and healthy workplace.
* Make sure that our organization is inclusive and diverse at all levels of the workplace.
* Engage in regular communication with stakeholders and the communities in which we operate to learn about their perspectives and appropriately address their needs in relation to sustainability.
* Implement measures to enhance energy efficiency, minimize waste, and lower greenhouse gas emissions from our supply chains and operations.
* Implementation of water reduction procedures.
* Actively supporting innovation, adaptability, and resilience as well as ongoing improvement.
* We prioritize the health, wellbeing, and quality of life of those we work with and alongside. Every day, everyone gets home safely.
* Encouragement of environmentally friendly steel fixing methods that adhere to the values of inclusion, engagement, equality, and diversity as well as the prevention and mitigation of pollution in the environment, adaptation to climate change, and efficient and sustainable resource use.

