



Health & Safety Standards

Tata Steel Minerals Canada (TSMC)

1. PURPOSE

AT TSMC, SAFETY IS OUR TOP PRIORITY. THESE HEALTH & SAFETY STANDARDS DEFINE THE MINIMUM REQUIREMENTS ALL SUPPLIERS, CONTRACTORS, AND BUSINESS PARTNERS MUST MEET WHEN CONDUCTING WORK AT TSMC SITES OR ON OUR BEHALF. OUR GOAL IS TO ENSURE EVERY WORKER RETURNS HOME SAFELY EACH DAY.

2. SCOPE

THESE STANDARDS APPLY TO:

- ALL SUPPLIERS AND CONTRACTORS PROVIDING GOODS OR SERVICES AT TSMC'S MINE SITES, CORPORATE OFFICES, AND PORT FACILITIES.
- ALL EMPLOYEES OF SUPPLIERS, SUBCONTRACTORS, AND AGENTS ENGAGED IN WORK FOR TSMC.

3. CORE SAFETY EXPECTATIONS

➤ **LEGAL & REGULATORY COMPLIANCE**

- SUPPLIERS MUST COMPLY WITH ALL APPLICABLE CANADIAN FEDERAL, PROVINCIAL, AND MUNICIPAL LAWS AND REGULATIONS.
- COMPLIANCE WITH WORKPLACENL (NEWFOUNDLAND & LABRADOR) AND CNESST (QUÉBEC) STANDARDS IS MANDATORY.
- SUPPLIERS MUST REMAIN IN GOOD STANDING WITH WORKPLACENL/CNESST AT ALL TIMES DURING THE CONTRACT.

➤ **SAFETY MANAGEMENT SYSTEMS**

- SUPPLIERS MUST HAVE A DOCUMENTED HEALTH & SAFETY MANAGEMENT SYSTEM THAT ALIGNS WITH RECOGNIZED STANDARDS.
- A COPY OF THE SUPPLIER'S HEALTH & SAFETY POLICY MUST BE AVAILABLE FOR REVIEW UPON REQUEST.
- RISK ASSESSMENTS AND SAFE WORK PROCEDURES MUST BE CONDUCTED BEFORE STARTING WORK.

➤ **TRAINING & COMPETENCY**

- ALL WORKERS MUST BE PROPERLY TRAINED AND COMPETENT FOR THEIR ASSIGNED TASKS.
- MANDATORY SITE ORIENTATION AND SAFETY INDUCTION ARE REQUIRED BEFORE ACCESSING TSMC SITES.



- CONTRACTORS MUST ENSURE WORKERS ARE FIT FOR DUTY (PHYSICALLY, MENTALLY, AND FREE OF SUBSTANCE IMPAIRMENT).

➤ **PERSONAL PROTECTIVE EQUIPMENT (PPE)**

- APPROPRIATE PPE MUST BE WORN AT ALL TIMES, AS REQUIRED BY THE TASK AND TSMC STANDARDS.
- MINIMUM PPE: CSA-APPROVED HARD HAT, SAFETY BOOTS, HIGH-VISIBILITY CLOTHING, SAFETY GLASSES, AND GLOVES.
- SPECIALIZED PPE (RESPIRATORS, FALL ARREST, HEARING PROTECTION, ETC.) MUST BE USED WHERE REQUIRED.

➤ **INCIDENT REPORTING & EMERGENCY PREPAREDNESS**

- ALL INCIDENTS, INJURIES, NEAR MISSES, AND UNSAFE CONDITIONS MUST BE REPORTED TO TSMC IMMEDIATELY.
- CONTRACTORS MUST COOPERATE IN INVESTIGATIONS AND CORRECTIVE ACTIONS.
- WORKERS MUST BE FAMILIAR WITH EMERGENCY PROCEDURES, MUSTER POINTS, AND EVACUATION ROUTES AT EACH SITE.

➤ **CONTINUOUS IMPROVEMENT**

- SUPPLIERS ARE EXPECTED TO SET SAFETY PERFORMANCE OBJECTIVES AND TRACK PROGRESS.
- SAFETY PERFORMANCE MAY BE USED AS A FACTOR IN EVALUATING FUTURE CONTRACT AWARDS.
- CORRECTIVE AND PREVENTIVE ACTIONS MUST BE IMPLEMENTED TO ADDRESS SAFETY GAPS.

4. MONITORING & ENFORCEMENT

- TSMC RESERVES THE RIGHT TO CONDUCT AUDITS, INSPECTIONS, AND PERFORMANCE REVIEWS OF SUPPLIERS AND CONTRACTORS.
- FAILURE TO COMPLY WITH THESE STANDARDS MAY RESULT IN SUSPENSION OF WORK, REMOVAL FROM SITE, FINANCIAL PENALTIES, OR TERMINATION OF CONTRACT.

5. SHARED COMMITMENT

- SAFETY IS EVERYONE'S RESPONSIBILITY. TSMC EXPECTS SUPPLIERS AND CONTRACTORS TO FOSTER A PROACTIVE SAFETY CULTURE, WHERE WORKERS ARE EMPOWERED TO:
 - STOP UNSAFE WORK WITHOUT FEAR OF REPRISAL,
 - SPEAK UP ABOUT HAZARDS, AND
 - TAKE PERSONAL ACCOUNTABILITY FOR SAFE PRACTICES.

6. CONTACT INFORMATION

HEALTH, SAFETY & ENVIRONMENT (HSE) DEPARTMENT
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NOTE: THESE HEALTH & SAFETY STANDARDS ARE MANDATORY AND MUST BE READ TOGETHER WITH TSMC'S PROCUREMENT GUIDELINES, SUPPLIER CODE OF CONDUCT, AND SUSTAINABILITY REQUIREMENTS.