
Code of Conduct

Vulcan Steel Limited (NZBN 9429038466052 /ARBN 652 996 015)

Adopted by the Board on 21 September 2021

Vulcan Code of Conduct

1 Introduction

- (a) This code of conduct, which has the full endorsement of the board of directors (**Board**) of Vulcan Steel Limited (NZBN 9429038466052 /ARBN 652 996 015) (**Company**), sets out the way the Company and its subsidiaries (collectively, **Vulcan**) conduct business (**Code**). Vulcan will carry on business honestly and fairly, acting only in ways that reflect well on Vulcan in strict compliance with all laws and regulations.
- (b) Vulcan recognises that success is the result of the collective and in unifying and upholding these standards Vulcan can continue to drive success in people, culture, business and reputation.
- (c) The purpose of this Code is to put Vulcan's principles and ethos into practice by guiding the behaviour of everyone in Vulcan (including all employees, contractors, consultants, managers and the Board, including temporary employees, contractors and directors of Vulcan) (collectively, **Employees**) by providing a clear and unambiguous framework for the standards that should be upheld.
- (d) This Code does not attempt to prescribe how individuals should conduct themselves outside of their role at Vulcan, nor is it intended to prescribe an exhaustive list of acceptable and non-acceptable behaviours. It should help guide decision making and is based around shared principles and ethos that will help, rather than hinder the success of Vulcan and all its stakeholders.
- (e) All Employees are required to understand and comply with their obligations under this Code.
- (f) This Code will be made available to Employees on Vulcan's investor website.
- (g) If Employees are not sure that a proposed action is appropriate, they should ask their manager for guidance before acting, being:
 - (i) James Wells for Employees located in New Zealand; and
 - (ii) Brendon Chandulal or Frith Thompson for Employees located in Australia(each a **Manager**).

2 Behaviours & Responsibilities

- (a) The Board is responsible for the contents of the Code and its periodic updating.
- (b) The Chief Executive Officer and managers at all levels of Vulcan are responsible for ensuring that all Employees understand and follow this Code.
- (c) Each Employee is responsible for complying with this Code both in detail and in spirit. Everyone must:
 - (i) act in accordance with Vulcan's principles and ethos, and the best interests of Vulcan;

- (ii) act with integrity – being honest, ethical, fair and trustworthy in all business dealings and relationships;
 - (iii) comply with all laws and regulations that apply to Vulcan and its operations;
 - (iv) act ethically and responsibly;
 - (v) deal with customers and suppliers fairly;
 - (vi) disclose and manage any conflicts between Vulcan’s interests and their personal interests;
 - (vii) protect Vulcan’s business assets;
 - (viii) not take advantage of the property or information of Vulcan or its customers for personal gain or to cause detriment to Vulcan or its customers;
 - (ix) not take advantage of their position or the opportunities arising therefrom for personal gain; and
 - (x) report breaches of this Code to an appropriate person within Vulcan.
- (d) It is the responsibility of all of Vulcan’s people, including managers and other leaders, to ensure ethical conduct is recognised and valued throughout Vulcan.
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3 Diversity & Inclusion

Vulcan is committed to fostering a diverse and inclusive workplace environment where all employees are treated fairly with dignity and respect and where differences are understood, valued and celebrated so that individuals feel empowered to bring their whole selves to work. All promotions will be merit based with equal employment opportunities available to all employees based on skills. Diversity and inclusion will be actively promoted through workplace practices that reduce the likelihood of conscious or unconscious bias.

In line with Vulcan’s Diversity and Inclusion Policy, Vulcan’s people are expected to:

- (a) treat everyone fairly with respect and dignity;
- (b) adhere to Vulcan’s strict zero tolerance for bullying, harassment, discrimination or other forms of detrimental conduct;
- (c) value all that makes a person unique, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical system, national origin, political beliefs and learning styles; and
- (d) practice patience, understanding and empathy towards all colleagues and customers, regardless of personal beliefs.

4 Consultants' responsibilities

Individuals or organisations contracting to, consulting for, or representing Vulcan, or both, must comply with this Code in the same way as Vulcan employees. Vulcan employees who engage contractors or consultants should ensure that they are provided with a copy of relevant Vulcan policies, including this Code.

5 Compliance with law

- (a) Vulcan will only conduct business by lawful and ethical means. Legal responsibilities change and Employees at all levels must keep themselves informed and comply with all legal responsibilities.
 - (b) In particular, depending on their individual responsibilities, Employees must be familiar with corporate, competition and consumer, taxation, employment, work health and safety, equal opportunity and discrimination, privacy and environmental laws and regulations as well as any of Vulcan's internal policies in relation to such matters.
 - (c) All Employees have an obligation to understand and work within these requirements. If Employees do not understand their responsibilities and Vulcan's obligations, they must seek guidance from their Manager.
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6 Avoiding conflicts of interest

- (a) Employees must avoid any situations involving divided loyalty or a conflict between their personal interests and those of Vulcan. Employees faced with conflicting interests must report it to their Manager.
 - (b) In particular:
 - (i) Employees and any organisation in which they or their family have a significant interest must not compete with, or have business dealings with Vulcan;
 - (ii) Employees must not work or consult for, or have any other key role in, an outside business organisation which has dealings with Vulcan or is a competitor of Vulcan (other than as agreed with their Manager or the board of Vulcan);
 - (iii) Employees must not enter into any arrangement or participate in any activity that conflicts with Vulcan's best interests or is likely to negatively affect Vulcan's reputation;
 - (iv) Employees must not use Vulcan's assets for any purpose other than for Vulcan's business purposes or interests;
 - (v) Employees must not make improper use of their employment with Vulcan, their position or role in Vulcan, or information obtained because of their position, to gain an advantage for themselves or anyone else, to Vulcan's detriment; and
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- (vi) Employees must not buy or sell shares in Vulcan or any other companies at any time when they are aware of price sensitive information about Vulcan, which has not been disclosed to the Australian Securities Exchange and the New Zealand Stock Exchange. All Employees must read and follow the Vulcan Securities Trading Policy.

7 Potential takeovers, acquisitions or other “change of control” transactions involving Vulcan

- (a) Employees must be particularly careful to avoid conflicts of interest and the improper disclosure of confidential information in the case of an approach by a third party (“potential bidder”) in relation to the proposed acquisition of the shares in, or any of the businesses of, Vulcan. Such an approach might be made informally (for example by enquiry or overture) and/or through an intermediary or advisor to the potential bidder.
- (b) The Board must be immediately informed of any approach (no matter what the form of the approach) and will establish protocols for Vulcan’s response to the approach.
- (c) Any Employee who is approached (even informally) by or on behalf of a potential bidder must:
 - (i) immediately notify his or her Manager of the approach, including the details of any inducement or incentive offered to that Employee or any other Employee;
 - (ii) cease communications with the potential bidder until communication protocols are established and then only if so authorised under those protocols;
 - (iii) not provide any corporate information to anyone without the express approval of the Board or the Board’s representative and then only on terms approved by the Board; and
 - (iv) ensure that the approach is not discussed with customers, suppliers or other Employees unless specifically authorised by the Board and then only on terms approved by the Board (which must take into account Vulcan’s continuous disclosure obligations, amongst other things).

8 Outside memberships, directorships, employment and public office

- (a) Vulcan supports involvement of its employees in community activities and professional organisations. However, outside employment or activity must not conflict with an Employee’s ability to properly perform their work for Vulcan, nor create a conflict (or the appearance of a conflict) of interest.
- (b) Before accepting outside employment or a position on the board of directors of another company or non-profit organisation, you must carefully evaluate whether the position could cause, or appear to cause, a conflict of interest. If there is any question, consult your Manager.

- (c) You must obtain prior written consent from your Manager where the proposed employment or position relates to an outside organisation that has or seeks to have a business relationship with a Vulcan company or competes with services provided by a Vulcan group company.
- (d) You may accept public office or serve on a public body in your individual private capacity, but not as a representative of Vulcan. If such public office would require time away from work, you must comply with Vulcan's policies regarding leave of absence and absenteeism.
- (e) Notwithstanding the above, if an executive director, Chief Executive Officer or Chief Financial Officer wishes to accept an outside directorship position with a company or non-profit organisation, such person must first obtain the prior written consent of the Chair of the Board.

9 Protection and proper use of Vulcan's assets

- (a) All Employees must use their best efforts to protect Vulcan's assets and other resources including plant, equipment, and other valuable property including confidential information and intellectual property such as trademarks, registered designs and copyrighted material, from loss, theft and unauthorised use.
- (b) The use of Vulcan time, materials, or facilities for purposes not directly related to company business, or the removal or borrowing of company property without permission is prohibited. Incidental personal use of such company resources as computers, phones, faxes, copiers and internet access is permitted in accordance with Vulcan's IT policies, but Employees must ensure that Vulcan's interests are not harmed.

10 Protecting confidential information

- (a) Information that Vulcan considers private and that is not generally available outside Vulcan, which may include information of third parties to which Vulcan has access (**Confidential Information**) and information that Vulcan owns, develops, pays to have developed or to which it has an exclusive right (**Proprietary Information**) must be treated by Vulcan Employees as follows:
 - (i) Employees must ensure that they do not disclose any Confidential Information or Proprietary Information to any third party or other Employee who does not have a valid business reason for receiving that information, unless:
 - (A) required under relevant laws or regulation; or
 - (B) agreed by the person or organisation whose information it is; and
 - (ii) if Confidential Information or Proprietary Information is required to be provided to third parties or other Employees for valid business purposes, Employees must:
 - (A) take adequate precautions to seek to ensure that information is only used for those purposes for which it is provided and it is not misused or disseminated to Vulcan's detriment; and

- (B) take steps to ensure that the information is returned or destroyed when the purpose is complete.
 - (b) These obligations continue to apply to Employees after their employment or engagement ceases.
 - (c) If you are unsure whether information is of a confidential or proprietary nature, seek advice from your Manager before disclosure.
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11 Control of information

- (a) Employees must:
 - (i) return all Vulcan property including any documents or confidential information, on termination or on the request of Vulcan or its representative; and
 - (ii) if requested by Vulcan or its representative, destroy or delete any confidential information stored in electronic, magnetic or optical form so that it cannot be retrieved or reconstructed.
 - (b) Employees must not make improper disclosure, including inadvertent or careless disclosure, of business strategies and plans, special methods of operation and other information that is confidential to or of competitive value to Vulcan.
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12 Public communications and disclosures

- (a) Media statements, responses to questions from any journalist, investor, stockbroker or financial analyst and official announcements may only be made by persons authorised in accordance with the Vulcan Disclosure Policy. If you receive a request for information and you are not authorised to respond to the enquiry, refer the request to the appropriate person. Unless the Chief Executive Officer has given prior written consent, Employees and associated parties must not participate in public forum communications or discussions (including internet-based forums and social media) where the subject matter is related to Vulcan, its competitors or any industry in which Vulcan operates.
 - (b) Vulcan has adopted the Vulcan Disclosure Policy as a means of ensuring compliance with its disclosure and communication obligations under the *Corporations Act 2001 (Cth)*, the ASX Listing Rules and the NZX Listing Rules. The aim of the Vulcan Disclosure Policy is to keep the market fully informed of information that may have a material effect on the price or value of Vulcan's securities, and to correct any material mistake or misinformation in the market.
 - (c) Employees should ensure that they are aware of the requirements of the Vulcan Disclosure Policy and, if it applies to them, they must act in accordance with the policy.
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13 Gifts, gratuities and entertainment

- (a) Vulcan does not permit or tolerate giving or taking bribes, kickbacks or gratuities or any other payments or promises for favourable treatment or as an inducement for

doing business. However, Vulcan allows the acceptance of token gifts and entertainment provided they are appropriate to the intended business purpose and consistent with local business practice and laws.

- (b) Employees should not seek to gain special advantage for Vulcan or themselves through the use of business gifts, favours or entertainment, if it could create even the appearance of impropriety. Business entertainment should be moderately scaled and clearly for business purposes. Gifts and entertainment should not be offered to a customer or supplier whose organisation does not allow this.
- (c) Employees may accept or give gifts, favours, or entertainment only if permitted to do so by Vulcan's Anti-Bribery and Corruption Policy and the gift, favour or entertainment is disclosed in accordance with that policy (if required).
- (d) If Employees have any doubts about whether a gift or benefit complies with this Code or Vulcan's policies, they should promptly discuss it with their Manager.

14 Integrity in financial reporting

- (a) Vulcan is committed to providing accurate, timely and clearly understandable disclosures in reports on its results to shareholders, the Australian Securities Exchange, the New Zealand Stock Exchange, Australian Securities and Investments Commission, the Financial Markets Authority and other regulators.
- (b) Employees responsible for the preparation of such reports are responsible for the integrity of the information contained in, or which forms the basis of, such reports and are expected to exercise the highest standard of care in preparing materials for public communications.

Those reports and communications should:

- (i) comply with any applicable legal requirements and accounting standards;
 - (ii) fairly and accurately reflect the transactions or occurrences to which they relate;
 - (iii) not contain any false or intentionally misleading information, nor intentionally misclassify information; and
 - (iv) be in reasonable detail and recorded in the proper account and in the proper accounting period.
- (c) All material financial information and disclosure must be accurately represented in Vulcan's accounts. No information may be concealed by Employees from either Vulcan's internal or external auditors. No Employee may take any action to influence, coerce, manipulate or mislead Vulcan's external auditors in order to produce misleading financial statements.

15 Responsibility to individuals

- (a) Vulcan is committed to the fair and equal treatment of all its Employees and abides by the employment laws of the countries in which it operates. Employees and candidates for employment or engagement shall be judged on the basis of their

behaviour and qualifications to carry out their job without regard to race, gender, religion, sexual orientation, disability, age, marital status or political belief or any other aspect protected by law.

- (b) Vulcan does not tolerate discrimination, including sexual, physical or verbal harassment or other demeaning behaviour against any individual or group of people.
- (c) Vulcan does not tolerate bullying, violence or threats of violence.
- (d) Employees are required to adhere to any Vulcan policies relating to the treatment of others.

16 Acting responsibly with customers, suppliers, competitors and others

- (a) Employees dealing with customers, suppliers, partners, competitors and other third parties must engage with such persons fairly, ethically, honestly and respectfully and in compliance with applicable laws and Vulcan policies. In particular:
 - (i) Employees must be fair, honest and open in all business dealings;
 - (ii) Employees must not misrepresent Vulcan products, services or prices and must not make false claims about those of Vulcan's competitors;
 - (iii) purchasing decisions must be based on such commercially competitive factors as quality, price, reputation and reliability and a supplier's level of service; and
 - (iv) Employees must respect confidential information that is obtained through the business relationships.
- (b) If another Employee or outside party suggests acting in a manner contrary to the above, this must be immediately reported to your Manager.

17 Legal actions

- (a) Any actual, proposed or potential legal action against Vulcan or Employees must be notified to your Manager as soon as becoming aware of such an action.
- (b) Any actual, proposed or potential legal action by Vulcan or Employees on behalf of Vulcan against another party must be approved in advance by the Chief Executive Officer.

18 Reporting non-compliance with this Code

- (a) Any Employee who knows or suspects on reasonable grounds a breach of this Code either has occurred, is occurring or might occur (**Reporting Party**) should report that information to:
 - (i) an officer or senior manager of Vulcan;

- (ii) a member of Vulcan's Disclosure Committee established under the Vulcan Disclosure Policy; or
 - (iii) a Whistleblower Protection Officer in accordance with Vulcan's Whistleblower Protection Policy, which is available on Vulcan's investor website.
- (b) Vulcan values transparency and will take all complaints seriously, standing behind any employee who, acting in good faith, reports a breach or concern.
 - (c) Vulcan will act appropriately and within an appropriate time frame and communicate to the Reporting Party when the issue is resolved.
 - (d) Such reports will be treated confidentially to the extent possible consistent with Vulcan's obligation to deal with the matter openly and according to applicable laws.
 - (e) No Employee will be subject to retaliation or victimisation for reporting a possible violation of this Code and may be protected under Vulcan's Whistleblower Protection Policy.
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19 Consequences for non-compliance with this Code

- (a) Adherence to this Code and Vulcan's policies is a condition of employment or engagement at Vulcan.
 - (b) Vulcan will consider the seriousness of breaches of this Code and any unacceptable performance and/or behaviour when assessing what disciplinary action may be appropriate.
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20 Reviews and changes to this Code

- (a) The Board, in conjunction with the Audit and Risk Management Committee, will review this Code periodically to ensure that it is operating effectively and whether any changes are required.
- (b) The Board may change this Code from time to time by resolution.