Van Merksteijn Steel Holding BV (hereinafter Van Merksteijn Steel) is an established manufacturer of reinforcement products in Europe. Operating in this sector involves consideration of environmental, health and safety, human rights, social and economic aspects. Van Merksteijn Steel has implemented quality, occupational health and safety, and environmental management systems in accordance with ISO 9001, ISO 45001 and ISO 14001. These systems support Van Merksteijn Steel's ongoing efforts to further improve process and product quality, promote safe and healthy working conditions and prevent and reduce environmental impacts within its sphere of influence.

PEOPLE

Van Merksteijn Steel recognises and supports the protection of human rights as set out in the Universal Declaration of Human Rights. Forced labour, illegal labour and child labour are not tolerated by Van Merksteijn Steel. All employees are expected to respect each other's values and standards and to behave with courtesy and professionalism towards colleagues, visitors and customers. Unacceptable behaviour is not accepted within Van Merksteijn Steel. Examples include discrimination, violence, bullying, aggression and sexual harassment.

- Our employees are an important foundation of our organisation. Motivation and customer value are key principles. Commitment to Van Merksteijn Steel and a sense of pride in working for the company contribute to our organisational culture. To support this culture, we continue to invest in employee development through induction programmes, courses, training and individual development opportunities. This includes job-related training, sustainability principles and the basic principles of the BES 6001 standard.

- Van Merksteijn Steel promotes responsible employment practices and responsible employee conduct. This means complying with all relevant employment and occupational health and safety legislation. In turn, employees are expected to demonstrate a positive and constructive attitude, support their colleagues and act proactively in the interest of the organisation.

- Van Merksteijn Steel recognises the right of employees to join a trade union.

- Van Merksteijn Steel recognises that both within and around the organisation there are stakeholders with different perspectives and interests. The company maintains regular dialogue with its stakeholders in order to remain engaged on relevant topics.

PROFIT

Good corporate governance, transparency and ethical business conduct are fundamental principles for Van Merksteijn Steel. This includes compliance with applicable legislation and other relevant requirements. Legal and regulatory developments, as well as other relevant obligations, are monitored so that appropriate action can be taken when necessary.

- Acting with integrity is a core principle of Van Merksteijn Steel. Corruption and bribery are not tolerated, either internally or externally. Where concerns arise regarding potential misconduct, employees have the possibility to report these confidentially through the designated reporting channels.

- Sustainability is reviewed annually by the management team of Van Merksteijn Steel, with the objective of continuously improving performance in this area.

PLANET

Where it is able to exert influence, Van Merksteijn Steel seeks to contribute to addressing climate change and its impacts. Environmental performance is continuously monitored and, where possible, improved. This supports efficient energy and fuel use and helps minimise environmental impacts. Van Merksteijn Steel continuously identifies and evaluates its environmental impacts through an Environmental Aspects Register. This includes:

- promoting responsible sourcing practices throughout the supply chain where possible. When purchasing wire rod, consideration is given to a high proportion of recycled material.

- evaluating suppliers annually and incorporating sustainability-related considerations into this process.

- supporting access to affordable, reliable and sustainable energy and other essential services, while encouraging sustainable consumption and production patterns.

- contributing, where possible, to fair economic growth that creates employment and prosperity without losing sight of environmental considerations.

- promoting the sustainable use of ecosystem services, supporting biodiversity and contributing to health, safety and well-being.

- maintaining a system to identify and appropriately manage different waste streams within the organisation, with the aim of continuously reducing waste volumes.

- implementing measures where feasible to reduce greenhouse gas emissions, for example by monitoring and reducing NO_x and CO_2 emissions within its processes.

- continuously seeking opportunities to keep water consumption within the organisation and its processes at a necessary and acceptable minimum.

Almelo, October 2026

Arno Westerhof
(Director Operations)