



Health, Safety and Environment Policy

At Algoma Steel, we are committed to the Health and Safety of everyone at our workplace. Safety is a responsibility shared by our management, employees, contractors, and visitors and will not be compromised by any other business objective. We believe workplace injuries and occupational disease are preventable.

We commit to aligning our management systems to achieve excellence in health, safety, and environmental practices. We continuously strive to institutionalize a culture of safety and environmental accountability and work to reduce the impact of our operations on the environment and the community.

In the pursuit of this goal, in all matters relating to Health, Safety, and the Environment we commit to:

- Comply with all applicable statutory and related requirements;
- Provide visible, active leadership and supervision;
- Incorporate management systems and adopt responsible processes and practices, ensuring continuous improvement in all that we do;
- Increase awareness, competence and promote safe behavior through education, training, consultation, and engagement of employees, contractors, visitors, and their representatives;
- Ensure employees recognize their accountabilities, that they follow established job safe practices and procedures, and that unsafe work is immediately stopped; and
- Continuously seek to recognize and control hazards and risks, investigate health, safety, or environmental incidents and implement measures to prevent a recurrence.

April 5, 2021

A handwritten signature in black ink, appearing to read "Michael A. McQuade".

Michael A. McQuade
President & CEO