

Prevention of Workplace Violence Policy

Company	Big River Steel LLC and its subsidiaries (collectively the “Company”)
Last Update	New
Overview	The Company protects its employees’ right to work in an environment free from violence and prohibits any act of Workplace Violence.
Who is responsible?	Company Executive Committee members and Employees

1. KEY DEFINITION

Workplace Violence- Any of the following conduct in or directly related to the workplace:

- Physical force (or attempts to use physical force) that causes or could cause physical injury to a person or damage to property.
- Threats or communications or behavior—in any form (e.g., via phone, text, email)—that could be reasonably interpreted as threats to cause physical injury to a person or damage to property.

2. YOU MUST NOT

- Commit an Act of Workplace Violence**
You must not commit any act of Workplace Violence. Such acts may result in discipline up to and including termination.
- Possess Weapons or Explosives on Company Property**
You must not possess weapons or explosives on Company property, including its parking lots, grounds, offices, and in Company-owned or -leased vehicles, except as authorized by Security or where such prohibition conflicts with applicable laws. Possession of weapons or explosives on Company property may result in discipline up to and including termination.

3. REPORTING WORKPLACE VIOLENCE

You must report all acts of Workplace Violence, whether you are subject to the act or are aware of an act of Workplace Violence involving others. Reports may be made to your direct supervisor, Security, Human Resources, the Legal department, or the Big River Steel Ethics Line at bigriversteel.ethicspoint.com or by phone at (844)681-0991.

RELATED DOCUMENTS

Weapons and Firearm Policy CP-Site-016