Midland Steel Reinforcement Supplies Ltd, Midland Steel Reinforcement Supplies GB Ltd and MW Steel Trading, hereafter known as Midland Steel Reinforcement Supplies aims to attract, retain, and deploy the best talent in the market to achieve optimal business outcomes. To achieve this aim Midland Steel Reinforcement Supplies believes it is essential that the Midland Steel Reinforcement Supplies employee value proposition contain a substantial and authentic commitment to supporting the career development of our employees through continuous learning.

Through our Learning & Development (L&D) platform we provide opportunities for our employees to maintain and develop capabilities, assisting them to achieve their career goals and ensure that Midland Steel Reinforcement Supplies has a workforce that can be deployed to successfully deliver on our business strategy. Midland Steel Reinforcement Supplies Ltd believes that a workforce that is supported in ongoing learning and capability development is best equipped to:

- Meet the challenges of a highly dynamic work environment.
- Deliver high performance in a sustainable fashion and
- Mitigate business continuity risks by having a pool of skilled internal candidates for promotion.

Managers are responsible for:

- Supporting and encouraging employees to put in place and act on individual Development Plans.
- Identifying capability gaps in individuals and working with them to implement solutions.
- Managing resources accordingly to allow individuals to undertake necessary development and
- Ensuring that development outcomes are achieved and that there is an appropriate return on the development investment evident in on-the-job contribution and performance.

In addition to the responsibilities exercised by managers, employees are responsible for:

- Considering their own development needs and putting in place an individual Development Plan.
- Attending necessary training or undertaking any identified development.
- Managing their role to ensure business continuity during any absences for training and
- Applying the development they have undertaken when they are back on the job.

Midland Steel Reinforcement Supplies will review the Learning & Development Policy on a regular basis to incorporate all new regulations, initiatives and technologies.

Signed

Tony Woods _____ Date: 22/05/2025
CEO