



WAIVER AND RELEASE
TAKE OUR KIDS TO WORK DAY

ACTIVITY: *Take Our Kids to Work Day*
DATE: November 5, 2025
LOCATION: Stelco Inc. Hamilton Works facility: 386 Wilcox Street, Hamilton, Ontario, L8L 8K5
and/or
Stelco Inc. Lake Erie Works facility: 2330 Regional Road #3, Nanticoke, Ontario,
N0A 1L0
(collectively, the “Site”)

PARENT / GUARDIAN: _____
(the “Guardian”) *Please Print Name*

CHILD: _____ **AGE:** _____
(the “Participant”) *Please Print Name*

WHEREAS the Guardian is an employee of Stelco Inc. (“**Stelco**”) and the legal guardian of the Participant and has full legal authority to enter into this Waiver and Release on the Guardian’s own behalf and on behalf of the Participant;

AND WHEREAS, the Guardian wishes to facilitate the Participant’s participation in a guided tour of some or all of Stelco’s facilities (the “**Activity**”) at Stelco’s Site ;

AND WHEREAS, Stelco has a safety policy in place (the “**Policy**”) that limits access to certain of its facilities, including, but not limited to, its steel making and/or blast furnace operations, to persons who are under the age of eighteen, even if accompanied by an authorized Stelco representative;

AND WHEREAS, through the Policy and other health and safety policies, procedures and practices, it is Stelco’s objective to keep visitors and guests of Stelco safe while on the Site;

AND WHEREAS, Stelco has agreed to grant partial exemptions of the application of the Policy in respect of the participation of the Participant in the Activity;

AND WHEREAS THE GUARDIAN IS ACCEPTING ANY AND ALL RISKS ASSOCIATED WITH THE PARTICIPANT’S PRESENCE ON THE SITE AND PERFORMANCE OF THE ACTIVITY, TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW;

AND WHEREAS, the Guardian acknowledges that there are certain risks, dangers and hazards associated with the Activity, including with respect to the Participant, the possibility of personal and bodily injury, illness, disease, death, property damage, and all losses resulting from such risks, dangers and hazards;

AND WHEREAS, the Guardian acknowledges that these risks, dangers and hazards associated with the Activity may be the result of a number of different causes, including, but not limited to, (i) manufacturing processes, (ii) equipment, (iii) hazardous goods, (iv) weather, (v) vehicular traffic, and/or (vi) the actions of others;

NOW THEREFORE in consideration of the Participant being granted the permission to participate in the Activity, I, the Guardian of the Participant, acknowledge, agree and represent, on my own behalf and on behalf of the

Participant, in my capacity as legal guardian of the Participant, that I am aware that the Site is a dangerous environment which contains both known and unknown extreme hazards and risks. I further agree, represent and warrant, on my own behalf and on behalf of the Participant, in my capacity as legal guardian of the Participant, as follows:

1. I acknowledge that Stelco is volunteering to offer the Activity and that I voluntarily assume all the risks related thereto, including risks of personal or mental injury, illness, disease and/or death, with respect to myself and the Participant to the maximum extent permitted by applicable laws. I represent and warrant that the Participant is mentally and physically fit, capable, able and willing to participate in the Activity without any limitations.
2. The permission granted to the Participant to participate in the Activity is limited by any conditions imposed by Stelco, including time and location, and is revocable at the will of Stelco at any and all times and for any or no reason.
3. I understand that Stelco and Stelco representatives may, from time-to-time, take photography and/or video of the Activity and any such photography and/or video may contain images and sounds of the Participant and I hereby expressly agree that Stelco has the right to take such photography and/or video and I hereby consent to Stelco and Stelco representatives using any such media for internal communications, external publicity and/or for other commercially reasonable purposes from time-to-time.
4. To the fullest extent permitted by law, I hereby release, waive and forever discharge Stelco and its present, former and future shareholders, subsidiaries and affiliates or any of their respective directors, officers, administrators, employees and agents, acting officially or otherwise (collectively, the “**Released Parties**”), from, and covenant not to sue the Released Parties with respect to, any and all liability, arising in any manner whatsoever, as a result of or in connection with the Activity by the Participant, including, but not limited to, liability for property damage or loss, or bodily, personal or mental injury, including illness, disease and/or death.
5. To the fullest extent permitted by law, I hereby agree to indemnify and hold harmless the Released Parties from any and all liabilities, claims, damages, actions or losses arising during, as a result of, or in any way related to the Participant’s participation in the Activity, including, without limitation, liabilities, claims, damages, actions or losses arising out of the alleged negligence of the Released Parties.
6. I further agree to hold harmless and indemnify the Released Parties against any liabilities, claims, damages, actions or losses arising from the negligence or other act or omission or any other participant in the Activity, and from liabilities, claims, damages, actions or losses of any kind as a result of any other participant’s participation in the Activity.
7. I acknowledge that it is my sole responsibility to evaluate carefully the risks inherent in the Activity and that I have fully considered those risks, including, without limitation, dangers posed by willful or negligent conduct of the Participant, other participants in the Activity, the Released Parties or others.
8. I agree that if any portion of this Waiver and Release is held invalid, the remaining provisions shall be binding and continue in full force and effect.
9. I acknowledge that it is my obligation to ensure that the Participant follows all instructions and directions given to the Participant or to me by representatives of Stelco and that it is within the sole discretion of Stelco’s representatives to determine the extent and scope of areas to be visited during the Activity.
10. This document shall be governed by and construed in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein.

ACKNOWLEDGEMENT

I give the Participant permission to participate in the Activity.

I have read this Waiver and Release carefully, understand its significance, and voluntarily agree to all its terms and have had the opportunity to consult with independent legal counsel.

THIS IS A RELEASE OF LEGAL RIGHTS. READ CAREFULLY BEFORE SIGNING.

Guardian (print name): _____

Names _____ of _____ Participant: _____

Signature: _____

Date: _____

Company (if applicable): _____

Emergency Phone #: _____

Name of Emergency Contact: _____

Relationship with Emergency Contact: _____

NOTE: A separate Waiver and Release is required for every Participant taking part in the Activity. All required signatures and information must be completed and this Waiver and Release returned before the Participant may participate in the Activity.