



EUROSTEEL

FROM PLATE TO PRODUCT

Supplier Code of Conduct

Our values:

Our basic principles/values which are guiding in the daily work are; Open/transparent, safe and developing

Code of Conduct for Eurosteel Suppliers

Eurosteel is a complete partner for the manufacture of customized steel components and one of the leading companies in Sweden in this area. We therefore have a great responsibility to provide our customers with high-quality products while conducting our business in a responsible and sustainable manner. Accordingly, we want to work to ensure that the goods and services purchased are produced under sustainable and responsible conditions.

Our suppliers have an important role in our mission to contribute to increased sustainability and we count on all our suppliers to support us on this sustainability journey.

The Supplier Code of Conduct provides our suppliers with guidelines for decisions and is based on our values, the UN Global Compact and Agenda 2030 and the Global Goals. Together, they set out principles for human rights and working conditions, health and safety, the environment and responsible sourcing of raw materials, and business ethics.*

We expect our suppliers to apply the principles described in the Supplier Code of Conduct in their own business operations and to set corresponding requirements in their supply chain.



*The Global Compact is based on the ILO's eight core conventions on working and employment conditions (29, 87, 98, 100, 105, 111, 138 and 182) as well as the UN Declaration of Human Rights, the UN Convention on the Rights of the Child (Article 32) and the UN Convention against Corruption.

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Ensuring awareness and compliance with relevant legal requirements forms the basis for compliance with the Supplier Code of Conduct. We expect our suppliers to apply the requirements described in the Supplier Code of Conduct in their own business operations and to set corresponding requirements in their supply chain.

Respect for human rights

The supplier must respect and promote human rights both within its own operations and in the supply chain. The supplier must also ensure that it does not participate, directly or indirectly, in human rights violations.

Working conditions

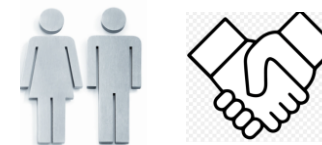
The supplier must work to ensure that living wages are paid to the employees and may in no case pay less than the prevailing statutory minimum wage. Weekly working hours must not exceed the legal limits and any overtime must be compensated in accordance with law and practice. The supplier must work for diversity and equal opportunities. Discrimination must not occur. No worker shall be subjected to verbal or physical harassment. The supplier shall not participate in, or benefit from, the use of child labor, slavery or any other form of forced labor.

Freedom of association and the right to collective bargaining

The supplier is expected to recognize the employees' right to freedom of association and collective bargaining to the extent permitted by law.

Business ethics and anti-corruption

Eurosteel does not accept any form of corruption. We require our suppliers to conduct their business in accordance with current bribery legislation and have thorough procedures for bookkeeping and accounting. Staff working with purchasing and sales should have received training in the prevention of corruption. We do not accept that our suppliers offer or accept bribes, or otherwise seek to exert any form of undue influence in their business relationships.



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Environment and sustainable resource use

The supplier must conduct its business with consideration for the environment and comply with local and national environmental legislation. By having procedures for identifying, measuring and following up its environmental impact, the supplier must systematically work to continuously improve its environmental performance and minimize resource consumption and emissions. The supplier shall strive towards a life cycle perspective regarding the environmental impact of products and services and shall set environmental requirements for subcontractors. The supplier must inform Eurosteel of the most environmentally friendly products or solutions in the supplier's range.

Responsible sourcing of raw materials

The supplier must conduct responsible supply chain management for all raw materials and materials, especially for the minerals covered by the EU's Conflict Minerals Regulation (tin, tungsten, tantalum and gold (3TG)) and which are mainly used in modern electronics such as mobile phones and computers.

Health and Safety

Workers working in the supplier's operations must be offered a safe and healthy working environment where preventive measures, which minimize injuries and health risks, must be taken. Local and national work environment legislation must be followed. Employees must receive training on the possible health risks that the work may entail, including fire safety, hazardous work tasks and first aid. The employer shall, as far as possible, provide relevant protective equipment and ensure that health and safety information is easily accessible in the workplace.



Compliance and follow-up

We expect our suppliers to apply the principles described in the Supplier Code of Conduct in their own business operations and to set corresponding requirements in their supply chain. Eurosteel's general strategy is to encourage improvement. Lack of cooperation, failure to address violations of the requirements in the Supplier Code of Conduct and/or unwillingness to make improvements may result in a reduction in business and, ultimately, an end to the business relationship with Eurosteel.

By accepting the Supplier Code of Conduct, the supplier gives its consent for Eurosteel to carry out inspections to ensure compliance with the Code of Conduct.

In the event of discovery of, or suspicion of, a breach of the Code of Conduct, the report can also be made anonymously to [Eurosteel's Whistleblower Service](#)