

Damstahl Supplier Code of Conduct

Introduction

Damstahl is a family-owned company within the stainless steel industry. We are built on strong values that always strive to conduct business in an honest and responsible manner.

This Supplier Code of Conduct (hereinafter referred to as SCoC) applies to Damstahl and its suppliers.

We acknowledge that a Code of Conduct must be a dynamic dimension that evolves in response to a continuously changing world, demanding updated solutions and new perspectives.

The SCoC will continually be updated to align with our latest risk assessments and evolving understanding on all ethical business standards.

UN Global Compacts guidelines

We support and follow the **UN Global Compact's 10 principles** on human rights, labour rights, environment and anti-corruption and we expect our suppliers to do the same:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

This SCoC applies to all our suppliers of products and services to the Damstahl Group. We expect all our business partners to comply with all legal and regulatory requirements, as well as the principles aimed at preventing any negative impact on human rights, the environment and corruption.

It is the supplier's responsibility to ensure that they follow the basic principles set out in this SCoC and to provide any necessary documentation upon our request to support their claims.

Stakeholder communication

Our suppliers play a crucial role in enabling us to work in a sustainable and responsible way.

For that reason, we strive first and foremost for mutual openness and pro-activeness when communicating with all business partners, employees and other stakeholders, providing transparent, essential, consistent and correct information.

We expect our suppliers to work according to:

1. Compliance with all relevant laws and regulations in the country/countries in which they operate
2. Compliance with fundamental labour rights, including the principle of prohibition of forced labour and non-discrimination in the workplace.
3. Prohibition of child labour
4. Compliance with workplace safety requirements
5. Zero tolerance for corruption, bribery or unfair business practices
6. Compliance with applicable environmental laws relevant to the supplier's products

Transparency and reporting

We expect our suppliers to be open and transparent in their business practices. Suppliers must co-operate with us in the event of any problems or irregularities, and they must promptly report any breach of this SCoC or any other relevant legislation or standard.

We reserve the right to investigate any breach of this SCoC and take appropriate action, including termination of our co-operation.

We encourage our employees, suppliers and other business partners to report any breach of this SCoC or other relevant laws or standards. Furthermore we encourage our suppliers to have their own Code of Conduct.

We know that it may be difficult or intimidating for an individual to report irregularities, which is why we have a **whistleblower portal**. Anyone can report any violations or irregularities to us and we will treat these reports with confidentiality and respect. You can read more about the our Whistleblower portal and how to use it on our website.

Environmental commitment

Damstahl is dedicated to reducing the adverse environmental effects of its operations and we collaborate with our business partners to work towards shared sustainability objectives. We recognise that we can't solve all environmental and climate issues overnight, but we need to commit in creating a positive change one step at a time. This means that:

- **Suppliers** must be able to provide evidence of work toward an environmental journey. In special, we encourage our suppliers to adopt climate targets in line with the Paris Agreement and monitor and work towards those targets.

- **Suppliers** must be able to provide needed data transparency to us in order to ensure compliance with upcoming legislation, particularly in relation to the Carbon Border Adjustment Mechanism (CBAM), the European Sustainability Reporting Standards (ESRS)

and the Corporate Sustainability Reporting Directive (CSRD). Transparency in emission reporting is necessary for us to fulfill our obligations under these regulations.

Continuous Improvement

Suppliers should continuously seek ways to improve their environmental performance. This includes exploring innovative solutions, adopting best practices, and investing in technologies that support emission reduction and sustainability.

By meeting these environmental criteria, our suppliers contribute to the collective effort in minimizing emissions, addressing climate change, and fostering a more sustainable industry.

Our Responsibility

Our SCoC also requires that we, as a company, are not satisfied with just obtaining a supplier's signature on our SCoC it demands that we maintain good communication with our partners to stay informed about the developments within our supply chain. This necessitates the delegation of responsibilities and processes for follow-up.

This responsibility lies within the Purchasing Department of Damstahl's organization.

Date / Signature

As a supplier to Damstahl, we hereby confirm that we have read and understood this Supplier Code of Conduct.

Date: _____

Company Name: _____

Name, Sur name: _____

Title: _____

Authorized Signature: _____