

Give Steel
CODE OF CONDUCT
SUPPLIER

INTRODUCTION

The purpose of this Code of Conduct is to provide a clear understanding of the standard of conduct expected when dealing with Give Steel A/S.

Our Code of Conduct helps our suppliers maintaining daily and general behaviour in accordance with Give Steel's high standards, philosophy and policies, especially with regard to corporate responsibility. A responsible way of doing business has, over the years, strengthened Give Steel, our reputation and corporate brand. Therefore, our Code of Conduct is based on RESPONSIBILITY which is a core value at Give Steel A/S.

This Code of Conduct is targeting all suppliers dealing with Give Steel in all our locations. All suppliers are required to relate and commit themselves to our Code of Conduct as a standard of behaviour. This way, our Code of Conduct is a guideline with respect to all behaviour in and around our company, resulting in a continuously strong brand.

Give Steel's Code of Conduct deals with three basic areas relating to:

- 1. Work Environment**
- 2. Ethics**
- 3. Climate**



WORK ENVIRONMENT

In our cooperation with our suppliers, we strive for a positive, motivating, inspiring and clean work environment.

Responsibility

Responsibility is the core value at Give Steel. Therefore, it is essential to us that our suppliers meet the same high standards of responsible behaviour by all means, including optimisations, cost reduction, clean and tidy work environment.

Co-operation

As a main philosophy, we strive to do things better today than we did yesterday. This means that we constantly work to improve what we do. To meet our high standards of quality and strengthen our brand in the market, we need our suppliers to commit themselves to delivering high quality – every time.

In order to reach this daily objective, a close and positive cooperation with our suppliers is essential. Therefore, we expect our suppliers to provide us with any knowledge that may influence our product, process or general cooperation.

At Give Steel, we strive to create a high-quality social and psychological work environment with focus on quality, improvement and high ambitions – and we expect our suppliers to do the same. Ambitious challenging of each other can be a positive way of reaching higher goals



Workplace safety

It is essential to Give Steel that our suppliers behave according to the procedures defined by safety rules stipulated by law or explained in Give Steel's Safety Handbook ("Sikkerhedshåndbog").

We also expect a responsible behaviour with regard to colleagues, equipment and machinery .

We have a no tolerance policy with respect to working under the influence of alcohol, drugs or medication. This applies to Give Steel's employees as well as our suppliers.

IT security: As a large international company, we need our suppliers to meet our IT standards.

We expect that any personal, official, business-related and confidential information are treated responsibly when dealing with our company. We also expect our suppliers to properly protect any information from our cooperation.

By following our safety rules, we ensure that our employees and suppliers are not exposed to danger and that everybody can return safely to their homes and families every day.

ETHICS

Ethics, a high moral code and a strong work ethic is part of our DNA and essential to our relationship with our suppliers. We do not have to agree on everything, but we need our suppliers to take a clear stand in order to find out if we are a right match.

Therefore, we also expect our suppliers to relate to:

- Anticorruption
- Quality and precision
- Solid agreements
- Right solutions
- Social responsibility
- Environmental responsibility
- Supplier documentation
- Antisocial dumping

Antisocial dumping

It is mandatory that all our suppliers and their suppliers comply with local labour law and regulation applicable in the country in which goods are produced or services carried out.



Antisocial dumping is a mandatory requirement for all collaboration with Give Steel A/S and its subsidiaries.

We focus on human rights, diversity and equality by all means.

As stipulated by law, Give Steel prohibits all discrimination on the following grounds:

Race and colour: nationality, ethnic or national origins

We believe that we are all equal – and we expect our suppliers to agree.

Gender

We believe that men and woman are equal and therefore capable of fulfilling the same positions and receiving the same salary. We expect our suppliers to focus on gender equality in all employer relations.

Pregnancy and maternity

Pregnancy and maternity is a human right. Therefore, we expect our suppliers to act according to official law and general good ethics when it comes to their employees.

Disability

Give Steel is a company with a high degree of social responsibility. Therefore, we appreciate it when our suppliers meet the same high standards. This applies to all kinds of social responsibility, including hiring disabled and challenged people. Sexual orientation is a private matter and does not influence our cooperation with suppliers. We expect our suppliers to act accordingly.



Religion or belief

As an international company, Give Steel works with all kinds of people, representing a wide range of beliefs and religions. As a supplier to Give Steel, we expect full acceptance of all religions and beliefs, inside and outside our company.

Age

As a socially responsible company, we do not discriminate people because of their age. We believe that we as human beings are here to learn as long as we live, and that competencies come with years of experience. However, we strive to give young people a chance in the industry in spite of any personal challenges that they might have. We appreciate it when our suppliers take the same stand. We only employ young people when they have reached the age of 15 and do not tolerate child labour .

Bribery

We have a zero-tolerance approach when it comes to bribery. This means that our suppliers are expected not to accept or offer bribes of any kind, including

- Charitable donations
- Payment of travel expenses
- Delivery of products and/or services
- Disproportionate entertainment expenses
- Transfer of other personal or financial benefits

Competition

In line with national and regional legislation, Give Steel's internal Code of Conduct and internal rules prohibit any illegal price-fixing agreements and other collusive agreements on essential terms, rates, fees, charges and conditions between competitors. Cartel agreements are strictly prohibited by law, and for a good reason. We do not want to eliminate competition. Actually, we believe that competition is what we need to stay sharp in the international market.

CLIMATE

At Give Steel, we strive to minimise our environmental footprints. From our suppliers, we also expect a high level of responsibility when it comes to climate, CO₂ footprint, efficient production and correct handling of waste.

We continuously strive to improve our sustainable profile, ensuring the lowest possible CO₂ footprint from cradle to construction site. This covers all our processes from designing to mounting our steel constructions on site. We are depending on good suppliers and expect them to act as CO₂ responsibly as possible, and as required, when it comes to:

- Purchasing
- Production/Handcraft
- Handling of waste
- Transportation



At Give Steel, we support the UN's 17 World Goals – and expect our suppliers to do the same. For more information on Give Steel's approach to the World Goals, please order our UN brochure.

Feeling challenged?

We all strive for improvement each day. And sometimes we can feel challenged.

Any failure to meet the Code of Conduct is considered a violation of trust and calls for disciplinary action. In case you feel challenged when it comes to following our Code of Conduct, please discuss your concern with your contact person at Give Steel. We will be happy to help you and we believe that dialogue is the first step in solving any situation that may occur. In general, we believe that honesty and dialogue is always essential to our future cooperation.

Please confirm that you have acknowledged, received, read and understood Give Steel's Code of Conduct. We look forward to our future cooperation!





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