

DITH Suppliers Code

DITH is a global leader in the trading and distribution of steel and steel making raw materials, non ferrous metals and refractories. The DITH Group operates with high corporate social responsibilities and sustainability standards in order to secure stakeholders values. The objective of this document is to request that all suppliers to the DITH Group companies comply with the standards indicated herein. DITH expects that Suppliers, and Sub-Suppliers working on the Supplier's behalf, comply with the following:

Sustainability DITH expects you to operate in accordance with socially responsible and sustainable strategies, and encourage dialogue on these matters in your local environment and across your supply chain.

Environment DITH expects you to operate in accordance with internationally recognized environmental principles and aim for continuous improvement in this respect. You will comply with national environmental legislation, work to achieve energy efficiency, minimize harmful discharge, emissions, and waste in a lifecycle perspective.

Compliance with Laws DITH expects you to comply with all laws and regulations applicable in your country of origin/incorporation and in the country where you operate. In addition, you will comply with all international laws and regulations applicable to your business.

Human Rights DITH expects you to support and recognize international human rights. You will conduct your business in such way as to promote, uphold, and enforce human rights throughout your organization and across your supply chain.

Employment Practices DITH expects you to treat

your employees equally and to condemn any form of harassment and/or discrimination, including, but not limited to, discrimination on gender, sexual orientation, skin colour, religion, politics, age, disability, citizenship or ethnicity.

Child, Forced Labour, Modern Slavery DITH expects you to not employ children for any form of labour, engage or employ any individual against his/her own free will, and to condemn and fight against any form of modern slavery.

Working Hours and Remuneration DITH expects you to comply with local laws or agreements regarding working hours and ensure that your employees' wages are considered fair.

Freedom of Association DITH expects you to allow your employees to join or be union members and to respect the freedom of associations.

Health and Safety DITH expects you to work actively to avoid injuries and promote a healthy working environment for all employees and to ensure that you have compliant quality and management systems in place to minimise health and safety risks.

Money Laundering DITH expects you to commit to not taking part in any form of money laundering and to satisfy yourself that your financial transactions are not used for such cause.

Anti Corruption DITH expects that you will not, in order to obtain or retain business or any advantage in the conduct of business, offer, promise or give any improper advantage to any third party. This applies regardless whether the advantage is offered directly or through an intermediary.



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Sanctions DITH expects you to be compliant with all international sanctions applicable to you and/or your business, whether directly or indirectly.

Gifts and Hospitality DITH expects you to refrain from offering, whether directly or indirectly, to any counterparts, including DITH's employees or representatives, or any individual closely related to them, gifts or hospitality that intend to influence any decision or that are not compliant with local laws.

Please note that, upon receipt of the DITH Suppliers Code, you will be deemed aware of the standard of conduct that DITH is expecting from you in all dealings involving companies of the DITH Group.

STRENGTH BEYOND BORDERS