

Nanjing Iron & Steel Co., Ltd. Supplier Code of Conduct

General Rules

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") adheres to the concept of high-quality and sustainable development, and expects its suppliers to hold themselves to the same standard. The purpose of this Code is to regulate and monitor the behavior of the Company's suppliers.

Coverage

This Code applies to suppliers, their parents, subsidiaries and affiliates, their permanent or temporary employees, and the suppliers

1. Human, Social and Labor Rights

The Company, in accordance with the principles of the Global Compact, the Universal Declaration of Human Rights, the conventions and recommendations of the International Labor Organization, and the Company's Code of Conduct, expects suppliers to commit to:

1. Support and respect the protection of human rights in the sphere of influence of international law;
2. Pledge not to participate in human rights violations;
3. Committed to the elimination of all forms of forced and compulsory labor;

4. Committed to the effective and efficient abolition of child labor;

5. Committed to the elimination of discrimination in employment and career development;

6. Ensure that all employees are able to work in an environment free from the risk of any form of sexual harassment;

7. Respect the legal rights of all employees to voluntarily form and join labor unions, to engage in collective bargaining and peaceful assembly, and to refuse to participate in such activities;

8. Establish and improve a scientific and reasonable system for the distribution of wages and incomes, and pay equal remuneration to workers who perform the same work, put in the same amount of labor, and achieve the same results;

9. Reasonably arrange employees' working hours and rest time in accordance with relevant national laws and regulations, industry standards and the requirements of the social responsibility guidelines of all stakeholders, prohibit forced overtime work and safeguard employees' right to rest;

10. Respect employees' rights to freedom, including freedom of employment, freedom to resign, freedom to work overtime and freedom of movement.

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2. Occupational Health and Safety

The Company expects suppliers to standardize occupational health and safety requirements in the following ways:

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3. Environmental Protection

The Company expects suppliers to fulfill the following environmental protection requirements:

1. Respect the environmental regulations at the Company's each work site;
2. Comply with environmental regulations;

3. Take necessary measures to reduce the impact on the environment:

(a). Reduce consumption of energy and non-renewable resources;

(b). Reduce greenhouse gas emissions;

(c). Reduce emissions that routinely cause pollution of water bodies, air and soil;

(d). Eliminate accidental emissions;

(e).

1. Business should be conducted in an ethical business manner, avoid any form of corruption, extortion and bribery;

2. Shall disclose to the Company information on possible conflicts of interest;

3. Shall compete in a fair, just and lawful environment and comply with applicable competition-related legal requirements in any country.

6. Other Requirements

1. Provide the Company with information and resources required for sustainability analysis and auditing;

2. Based on the observation items made by the Company, take compliance actions and improvement measures within the specified period as required.

The Company reserves the right to conduct site visits and audits to check supplier compliance with this Code. If there is a lack of compliance, the supplier must implement corrective and preventive action plans. If a supplier fails to meet the requirements of this Code, the Company may terminate its relationship with that supplier.

The extent to which a supplier meets the above requirements and the level of compliance in providing information to the Company will be used as a reference in the supplier's annual evaluation.

ESG

This Code has been reviewed and approved by the Strategy and ESG Committee of the Board of Directors of the Company, and the Marketing Department is responsible for interpreting and revising this Code.