



Supplier Code of Conduct

2026

We strongly believe in safety™

CSK
STEEL

Introduction

This Code of Conduct specifies CSK STEEL's expectations for our suppliers, customers and Business Partners.

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We conduct our business responsibly, honour our commitments and create value through ethical and professional conduct.

Failure to comply with this Code of Conduct may result in a warning, removal from the premises, or termination of the business relationship.

Thank you for your understanding and acceptance.

Carsten S. Kristensen

CEO, CSK STEEL A/S



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01

Legal Compliance and Ethics

Business Partners are expected to comply with all applicable laws and regulations and to conduct their business with integrity.

- Bribery, money laundering, and corruption in any form are strictly prohibited
- Conflicts of interest must be avoided or, where unavoidable, disclosed and managed transparently
- Serious concerns or violations should be reported through the appropriate reporting channels (e.g., a whistleblowing mechanism).



02

Human rights and Working Conditions

We expect our Business Partners to respect internationally recognised human rights and labour rights:

- Child labour and forced labour are strictly prohibited
- Equal treatment is required. Violence, discrimination, bullying, harassment, and sexual harassment or misconduct are not tolerated
- Provide fair working conditions and fair remuneration
- Respect employees' right to freedom of association and to be represented in collective bargaining regarding wages and working conditions.



Health and Safety

Health and Safety are of the highest priority. Business Partners are expected to comply with all applicable occupational health and safety legislation as well as CSK STEEL's health and safety requirements.

- Personal protective equipment must be worn wherever required
- Photography is not permitted in office areas, production facilities and construction sites
- For safety reasons, vehicles must be parked only in designated parking spaces and backed into the parking bay
- Work areas must always be left clean and tidy
- Work areas must be properly marked and secured with appropriate barriers
- Workplace accidents and potential hazards must be prevented and reported
- Personal identification cards must be worn visibly at all times and presented upon request. Lost ID cards must be reported immediately
- Unauthorised access to buildings and restricted areas is not permitted. Work-related visitors must be approved in advance.

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04

Enviroment and Climate

**We are committed to minimising our environmental impact
and expect the same commitment from our Business Partners:**

- Prevent pollution and reduce the consumption of natural resources
- Minimise the use of chemicals and hazardous substances
- Use materials and processes responsibly
- Manage and dispose of waste, including construction waste, responsibly and in compliance with environmental requirements
- Contribute to sustainable practices and solutions.

05

Data protection and Confidentiality

Personal data and confidential information must be protected:

- Comply with the EU General Data Protection Regulation (GDPR)
- Process personal data securely, confidentially, and only for legitimate business purposes
- Report any data breaches immediately..



06

Behaviour and Collaboration

We expect all Business Partners to act professionally and respectfully:

- To protect CSK STEEL's competitive interests, all information relating to its operations, business activities, and other business matters must be treated as confidential
- Conduct all business relationships with trust, respect, and accountability
- Communicate openly and honestly
- Respect CSK STEEL's values, policies, and standards
- Report any signs or evidence of pest activity immediately
- The use of, or being under the influence of, alcohol or illegal drugs during working hours or on company premises is strictly prohibited
- Smoking is permitted only in designated smoking areas.



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