

Whistleblower Policy

Steel Products A/S is committed to maintaining a high standard of ethics and corporate governance. We believe that open communication is essential to achieving this goal, and we encourage our employees to raise concerns or report any misconduct they encounter in the workplace.

To facilitate this, we have established a whistleblower policy that outlines the process for reporting any unethical behavior, corruption, or illegal activity. We take all reports seriously and will ensure that any individual who raises a concern is protected from retaliation.

This policy supports UN sustainability development goal number:

- 3. Good health & well-being**
- 5. Gender equality**

Reporting channels

Steel Products A/S whistleblowing policy provides employees with several options for reporting a concern. Employees can report directly to the CEO or the HR department. If the employee feels uncomfortable reporting to these channels, they can report the concern to their union representative or the Compliance Officer.

Employees can also submit a report anonymously through a third-party reporting platform. We use a secure and confidential reporting platform that allows employees to report concerns without fear of retribution.

Protection against retaliation

Steel Products A/S recognizes that whistleblowers can face retaliation from their colleagues or superiors. Therefore, we have established policies to protect employees who report concerns. We guarantee that no employee will face any retaliation, including dismissal, demotion, or harassment, for

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reporting a concern in good faith.

Investigation and follow-up

Once a concern has been reported, we will conduct a thorough and impartial investigation. The investigation team will include representatives from HR, union representative, local manager and the Compliance Officer, The investigation will be conducted with strict confidentiality and privacy standards. We will provide feedback to the whistleblower within a reasonable time frame.

Steel Products A/S is committed to maintaining the confidentiality of whistleblowers. We understand the need for anonymity in some cases, and we will ensure that no employee faces any retaliation or negative consequences for reporting concerns.

Communication and awareness

Steel Products A/S believes that open communication is essential to a healthy corporate culture. We will communicate this policy to all employees, and we will make the necessary resources available to them to ensure they can report concerns easily and safely.

We will also regularly review this policy to ensure it remains up-to-date and relevant.

Steel Products A/S is committed to maintaining a culture of ethics and integrity. We believe that whistleblowing is an essential tool for ensuring compliance and ethical behavior. Our whistleblower policy is designed to provide employees with a safe and secure reporting channel for concerns while guaranteeing their protection from retaliation.

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