

Directive regarding human rights

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1. Background and purpose

SSAB's Code of conduct describes 'the way we act'. The Code is SSAB's ethical compass and outlines guidelines for the way we interact with one another and stakeholders. It helps us translate our values into actions and forms the sustainable foundation of our ethical, environmental, social and economic responsibilities.

SSAB is a member of the UN Global Compact and supports its principles regarding human rights, labor rights, the environment and anti-corruption. SSAB also supports:

- the International Bill of Human Rights,
- the core conventions of the International Labour Organization (ILO),
- the OECD Guidelines for Multinational Enterprises, and
- the UN Guiding Principles on Business and Human Rights.

The purpose of this Directive is to state the importance of continuously strengthen our human rights work in line with these international standards and principles.

2. Applicability

This Directive is mandatory and shall apply to all divisions and companies in the SSAB Group.

Document name	Document No	Document type	First issued	Page
<i>Directive regarding Human rights</i>	<i>(1-50D)</i>	<i>Group Directive</i>	<i>2025-06-24</i>	<i>2(2)</i>
Document owner	Approved by	Last revision date		
<i>Lars Sjöbring, Head of Legal</i>	<i>GEC</i>	<i>2025-06-24</i>		

3. Directive statement

SSAB is committed to respect human rights and to implement processes in line with the international instruments mentioned above, in particular the UN Guiding Principles on Business and Human Rights to identify, prevent, and mitigate negative impact on human rights in our business operations.

4. Associated documents

- Group Instruction regarding Human rights
- The Code of conduct
- Guide to the Code of conduct
- Supplier Code of conduct
- Business Partner Code of conduct

5. Changes compared to last revision

This Directive has been adjusted to SSAB's structure for governing documents.