



# SUPPLIER CODE OF CONDUCT

# WELCOME MESSAGE

At HADEED, integrity is more than policy, it's how we work, partner, and grow. As a supplier to HADEED, you are part of a network built on trust, transparency, and shared responsibility. This document outlines what we expect of you and what you can expect from us.

We believe sustainable success is only possible when every partner in our ecosystem acts ethically, responsibly, and with respect for people and the planet.

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hadeed

# HADEED VISION



## VISION

To be the preferred local and regional leader in the steel industry.



## MISSION

To offer our customers quality, innovative and diverse steel solutions while maintaining the best-in-class environment, health, safety, security, and reliability standards to maximize the value for our stakeholders and enable Saudi Vision 2030.



## VALUES

Agility | Excellence | Pioneering | Integrity | National Stewardship

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# 1. OUR SHARED COMMITMENT



## HADEED COMMITMENT

We choose to work only with suppliers who demonstrate a clear alignment with HADEED's values:

ethical conduct, regulatory compliance, environmental stewardship, and fair labor practices

Our Supplier Code of Conduct defines the foundation of that partnership and reflects our mutual responsibility to uphold excellence.

## 2. WHO THIS CODE APPLIES TO



### THIS CODE APPLIES TO

all vendors, service providers, contractors, agents, and affiliates who supply products or services to HADEED globally. Any third-party entities you subcontract must also follow these principles.

### 3. GUILDING PRINCIPALS

#### Business Conduct & Ethics

1

ethical, lawful, and transparent dealings.

#### Responsible Operations

2

safety, environmental protection, and socially responsible sourcing.

#### Trust, Confidentiality & Data

3

safeguarding sensitive information and using HADEED systems responsibly.

#### Avoiding Impropriety

4

avoiding bribery, conflicts of interest, and inappropriate gifts or hospitality.

#### Monitoring, Audits & Accountability

5

cooperation, transparency, and supplier training.

# 3. GUILTING PRINCIPALS

## 3.1 Business Conduct & Ethics

### ■ Legal & Regulatory Compliance

Suppliers must comply with all laws and regulations relevant to their business operations, including those specified in HADEED's contracts and procurement documents.

### ■ Fair Competition & Market Behavior

Engaging in anti-competitive practices such as price-fixing, market allocation, or bid-rigging is strictly prohibited. Suppliers must compete fairly and independently.

### ■ Transparency in Financial & Business Records

All financial records and supporting documentation relating to HADEED must be complete, accurate, and available upon request. Misrepresentation of any data is grounds for immediate action.

# 3. GUILTING PRINCIPALS

## 3.2 Responsible Operations

### ■ Environmental, Health & Safety (EHS)

Suppliers must operate safely, ethically, and with care for the environment. This includes:

1. Maintaining legally compliant and hazard-free facilities
2. Providing adequate protective gear and EHS training
3. Minimizing pollution, hazardous waste, and emissions
4. Acquiring and maintaining valid environmental permits

### ■ Responsible Sourcing & Human Rights

We expect our suppliers to uphold human rights in all sourcing activities, including:

1. Avoiding conflict minerals or suppliers involved in human rights abuses
2. Complying with fair wage, working hour, and safety laws
3. Ensuring safe, non-coercive, and inclusive workplaces

### ■ Employment Practices & Workplace Conduct

Suppliers must:

1. Prohibit forced, bonded, and child labor.
2. Prevent discrimination and harassment in all forms
3. Foster environments that uphold human dignity and equity.

# 3. GUILDING PRINCIPALS

## 3.3 Confidentiality & Intellectual Property

### ■ Confidentiality & Intellectual Property

Suppliers are expected to protect all HADEED data and proprietary information. Any misuse, theft, or improper disclosure is strictly prohibited.

### ■ Data Privacy & Cybersecurity

All personal data processed on behalf of HADEED must comply with applicable data privacy laws. Robust safeguards must be in place to prevent unauthorized access or breaches.

### ■ Technology & Asset Protection

Use HADEED's systems, technology, or property only as authorized. Safeguard all assets from misuse, sabotage, or exploitation.

# 3. GUILDING PRINCIPALS

## 3.4 Avoiding Impropriety

### ■ **Gifts, Hospitality & Entertainment**

1. Do not give Business Gifts of any value to HADEED employees.
2. Modest business hospitality (meals, lodging, etc.) is permitted only when pre-approved and under \$300 USD per person per event.

### ■ **Conflicts of Interest**

Suppliers must disclose any potential conflicts of interest, personal relationships, dual employment, or financial entanglements, that may influence their business with HADEED.

### ■ **Anti-Bribery & Corruption**

No bribes, facilitation payments, or unethical inducements may be offered to HADEED personnel or others to influence decisions or contracts.

### ■ **Trade Control & Sanctions**

Suppliers must adhere to all applicable trade restrictions, export controls, and sanctions laws that govern their operations.

### 3. GUILDING PRINCIPALS

#### 3.5 Monitoring, Audits & Accountability

##### ■ **Monitoring, Audits & Accountability**

HADEED reserves the right to conduct audits, inspections, or assessments to verify supplier compliance. Suppliers must maintain documentation and cooperate fully during reviews. Promptly report any non-compliance and steps taken to remedy it.

# 4. IMPLEMENTATION & SUPPORT

## 4.1 Training & Internal Awareness

Suppliers are responsible for educating their staff on this Code. All personnel who interact with HADEED must be trained and supervised appropriately.

## 4.2 Reporting Concerns

Reports may be made confidentially or anonymously. We count on our suppliers to raise red flags. If you witness or suspect a breach of this Code, please report it through:



[integrity@hadeed.com.sa](mailto:integrity@hadeed.com.sa)

## 4.3 Non-Retaliation Commitment

HADEED enforces a zero-tolerance policy against retaliation. If you or your employees raise a concern in good faith, we will protect your right to speak up without fear of consequences.

## 4.4 Contact Channels

If you have any questions about the content of this Code or require additional support:



[supplier\\_support@hadeed.com.sa](mailto:supplier_support@hadeed.com.sa)