



## Human Rights Policy

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Respect and promotion of these fundamental rights is a core value of Steel Dynamics. We are committed to the protection and advancement of human rights in our operations and the communities in which we operate and live.

We currently have operations throughout the United States and in Mexico and this policy applies to all locations. As an organization with operations located only in North America and as part of our regular companywide risk assessment processes, we consider the risks our operations have on human rights to be minimal.

This policy and the standards outlined below also apply to all of our partners, customers, suppliers, and vendors with whom we do business, regardless of location. This policy represents our commitment to internationally recognized human rights and support of the principles and values outlined in the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

We have provided further expectations of conduct for our teams and those we do business within our Code of Business Conduct and Ethics and Supplier Code of Conduct.

### **Health, Safety, and the Environment**

The health and safety of our teams is the most critical element of our core values. We design and operate our facilities in a manner that protects the environment and the health and safety of our teams and others who may be onsite at our facilities. As part of our comprehensive safety programs, we provide the tools and extensive training to our teams to ensure everyone is empowered to do their jobs safely.

### **Discrimination and Harassment**

We do not tolerate harassment or disrespect of an individual for any reason. Harassment of a team member is prohibited, both in the workplace and off the premises. We forbid discrimination and harassment by any personnel of a customer, vendor, or any other person. Likewise, we prohibit harassment of our teams in any way related to their interactions with customers, vendors, or any other person related to their work responsibilities.

### **Diversity and Inclusion**

We recognize the value of having a business that reflects diversity of backgrounds and experiences including, but not limited to, gender, race, ethnicity, age, and sexual orientation. We are committed to equal opportunity. We work together as a unified team and respect each other as individuals. The basis for employment decisions including recruitment, hiring, training and development, compensation, and advancement at the company is based on qualifications, performance, skills, and experience.

### **Compensation and Benefits**

We provide competitive compensation and benefits relative to the industry and local labor markets, ensuring that we are in full compliance with all applicable labor laws and bargaining agreements.

### **Human Trafficking, Forced Labor, and Child Labor**

We believe that all employment should be voluntary, and the terms of employment must comply with applicable laws and regulations. We do not support or tolerate human trafficking, forced labor, or child labor. Any known violations whether by employees, customers, suppliers, vendors or others within our supply chain will be addressed and violators will be held accountable by Steel Dynamics. On our website, any suspected violations can be reported in a confidential, anonymous manner through our Ethics and Compliance Line by any of our colleagues or any partner, customer, supplier, and vendor. We are committed to complying with all applicable laws prohibiting such exploitation.

**Related Training and Communication**

Our teams receive communication and training on these topics, as well as other topics, covered in our Code of Business Conduct and Ethics Policy and other related matters from our employee handbook.

**Guidance and Reporting for Employees**

We value and encourage transparency and open communication throughout our organization. Our team members are encouraged to and should report, without fear of retaliation, activity inconsistent with this policy by visiting our website at <https://ir.steeldynamics.com/Documentation> for the Steel Dynamics' Ethics and Compliance Line.

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