

南京钢铁股份有限公司
可持续采购政策
Nanjing Iron & Steel Co., Ltd.
Sustainable Procurement Policy

第一条 总则

南京钢铁股份有限公司（以下简称“公司”）致力于成为全球领先的绿色智能钢铁企业，始终将可持续发展理念融入生产经营全流程。公司深知采购环节作为供应链的核心起点，直接关乎企业绿色转型成效、产业链生态共建及社会责任的落地践行。因此，公司制定本政策，旨在规范采购全流程管理，引导供应商共同践行可持续发展理念，携手打造资源节约、环境友好、公平诚信、互利共赢的绿色供应链体系。

I General Rules

Nanjing Iron & Steel Co., Ltd. (hereinafter referred to as the "Company") is committed to becoming a globally leading green intelligent steel enterprise, and always integrates the concept of sustainable development into the entire process of production and operation. The Company deeply understands that procurement, as the core starting point of the supply chain, directly affects the effectiveness of the enterprise's green transformation, the joint development of the industry chain ecosystem, and the implementation of social responsibility. Therefore, the Company formulates this Policy to regulate the full process management of procurement, guide suppliers to jointly practice the concept of

sustainable development, and work together to build a green supply chain system that is resource-saving, environmentally friendly, fair, honest, and mutually beneficial.

第二条 适用范围

本政策适用于公司及下属企业，以及供应商、承包商，以及其他业务伙伴。

II Coverage

This Policy applies to the Company and its subsidiaries, as well as suppliers, contractors, and other business partners.

第三条 定义

供应商环境实践指：供应商与承包商在自身经营活动及产品全生命周期中，所涉及的各类环境相关问题处理，具体涵盖其业务运营与产品生产、销售、使用、回收等环节对生态环境产生的影响及相应应对措施。

供应商社会实践指：供应商与承包商在自身经营活动或产品相关流程中，涉及的劳工权益保障与基本人权维护相关问题的处理，包括但不限于劳动用工规范、薪酬福利保障、职业健康保护、反对歧视与强迫劳动等方面的相关实践。

III Definitions

Supplier environmental practices refer to: the handling of various environmental issues involved by suppliers and contractors in their own business activities and the full life cycle of products, specifically covering the impact on the ecological

environment from business operations and product production, sales, use, recycling, etc., and corresponding response measures.

Supplier social practices refer to: the handling of issues related to labor rights protection and basic human rights maintenance involved by suppliers and contractors in their own business activities or product-related processes, including but not limited to labor employment standards, compensation and benefits, occupational health protection, and practices against discrimination and forced labor.

第四条 定性承诺

公司已成立战略与 ESG 委员会和 ESG 管理委员会，对可持续采购负最终管理职责。

公司将可持续发展理念深度融入采购决策全过程，在保障采购活动满足常规业务需求的基础上，积极通过科学合理的采购行为，降低供应链对环境、社会的不利影响，推动社会公平正义，同时提升公司核心竞争力。

公司要求所有供应商遵守所在国及国际环境与社会合规要求，积极识别并管理运营中的环境风险，包括减少污染物排放、节约资源能源等；同时保障员工合法权益，杜绝童工、强迫劳动与歧视行为，推动公平就业与职业健康安全。公司优先选择环境及社会表现更为优秀的供应商，通过协作赋能，共同打造低碳、包容、负责任的可持续供应链。

IV Qualitative Commitments

The Company has established the Strategy and ESG Committee and the ESG Management Committee, which have ultimate management responsibility for sustainable procurement.

The Company deeply integrates the concept of sustainable development into the entire procurement decision-making process. On the basis of ensuring that procurement activities meet normal business needs, the Company actively adopts scientific and reasonable procurement practices to reduce the adverse impacts of the supply chain on the environment and society, promote social fairness and justice, and simultaneously enhance the Company's core competitiveness.

The Company requires all suppliers to comply with local and international environmental and social compliance requirements, actively identify and manage environmental risks in operations, including reducing pollutant emissions, conserving resources and energy, etc. while also protecting the legitimate rights and interests of employees, eliminate child labor, forced labor, and discrimination, and promote fair employment and occupational health and safety. The Company gives priority to suppliers with better environmental and social performance, and through collaboration and empowerment, jointly builds a low-carbon, inclusive, and responsible sustainable supply chain.

1. 环境保护

公司将核查供应商检测设备环境合规性、生产及岗位现场环境,以及环境管理体系认证情况。供应商需从源头控污减废,强化污染防治与废弃物管理;通过资源复用、回收等方式提效降耗,借助清洁能源应用、节能技改减少温室气体排放;全流程开展生物多样性保护与土地利用评估,项目选址远离生态保护红线及生态脆弱区域,规避生产运营对生态、野生动物栖息地的影响。公司优先采购获环境标志、节能等国家认可认证的节能环保产品,助力环境友好型社会建设。

1. Environmental Protection

The Company verifies the environmental compliance of suppliers' testing equipment, the environment at production and job sites, and the certification of environmental management systems. Suppliers must control pollution and reduce waste at the source, strengthen pollution prevention and waste management; improve efficiency and reduce consumption through resource reuse and recycling; reduce greenhouse gas emissions through clean energy application and energy-saving technological transformation; carry out biodiversity conservation and land use assessments throughout the entire process, and select project sites away from ecological protection red lines and ecologically fragile areas to avoid impacts on ecology and wildlife habitats. The Company gives priority to purchasing energy-saving and environmentally friendly products that have been certified by national authorities such as environmental labels and energy-saving labels, contributing to the construction of an environmentally friendly society.

2. 人权

公司要求供应商不得因种族、国籍、民族、信仰、宗教、社会地位、家庭出身、年龄、性别（严禁歧视女工及孕妇）、性取向、残疾、使用语言、婚姻状况实施任何形式歧视；不得通过言语、行为实施滋扰、欺凌、性骚扰等行为；严禁使用强制劳工、童工，保障员工工作条件、身心健康与安全，维护员工结社自由和集体谈判权利；遵守当地最低工资、最高工时、法定福利等劳动法规，合理安排工作、制定薪酬制度；坚决反对体罚、精神/肉体胁迫、言语侮辱等各类不当行为。

2. Human Rights

The Company requires that suppliers shall not discriminate on the basis of race, nationality, ethnicity, creed, religion, social status, family background, age, gender (strictly prohibit discrimination against female workers and pregnant women), sexual orientation, disability, language, or marital status; shall not engage in harassment, bullying, sexual harassment, or other behaviors through words or actions; strictly prohibit the use of forced labor and child labor, ensure employees' working conditions, physical and mental health and safety, and protect employees' rights to freedom of association and collective bargaining; comply with local labor laws regarding minimum wage, maximum working hours, statutory benefits, etc., reasonably arrange work and set compensation systems; firmly oppose corporal punishment, mental/physical coercion, verbal abuse, and other inappropriate behaviors.

3. 职业健康和安全

公司要求供应商须为所有员工提供合格劳动保护用品，营造符合并优于相关职业安全健康法规的工作环境；确保作业人员经许可后方可开展各区域工作，避免其活动对员工及当地居民造成健康安全危害，并对员工开展环境、卫生及职业安全健康相关培训。

3. Occupational Health and Safety

The Company requires that suppliers must provide qualified labor protection supplies for all employees, create a working environment that meets and exceeds relevant occupational safety and health regulations; ensure that workers have obtained

permission before carrying out work in various areas to avoid health and safety hazards to employees and local residents caused by their activities; and provide employees with training related to environment, hygiene, and occupational safety and health.

4. 商业道德

公司与供应商签署《廉洁合作协议》，并要求供应商设有反腐败政策、签署《供应商行为准则》或作出相关承诺，并利用合规机制进行核查或尽职调查，共建阳光采购。

4. Business Ethics

The Company signs the Integrity Cooperation Agreement with suppliers, and requires suppliers to have anti-corruption policies, sign the Supplier Code of Conduct or make relevant commitments, and use compliance mechanisms for verification or due diligence to build transparent procurement.

5. 供应商 ESG 能力提升

公司通过培训交流、合作研讨等形式，赋能供应商 ESG 能力培养及意识提升，并对供应商 ESG 风险进行评估，识别供应链风险。

5. Supplier ESG Capability Enhancement

The Company enhances suppliers' ESG capabilities and awareness enhancement through training exchanges, cooperative seminars, and other forms, and assesses supplier ESG risks to identify supply chain risks.

第五条 定量目标

公司承诺,定期向采购团队开展供应链 ESG 培训,到 2030 年前,保持所有采购人员每年至少接受一次供应链 ESG 相关议题(环境、社会等)的专业培训,全面提升采购人员在可持续采购方面的专业素养与实践能力。此外,到 2030 年前,公司保持签署《供应商行为准则》的供应商占比达到 100%。

V Quantitative Targets

The Company commits to regularly conducting supply chain ESG training for the procurement team, and by 2030, ensures that all procurement personnel receive professional training on supply chain ESG-related topics (environment, society, etc.) at least once a year, comprehensively enhancing their professionalism and practical ability in sustainable procurement. In addition, by 2030, the Company maintains that the proportion of suppliers signing the Supplier Code of Conduct reaches 100%.

第六条 审查机制

公司已建立可持续供应链审查机制,在供应商准入阶段开展线上风险核查,红线供应商不予准入;经资格预审查准入的供应商,需签署《供应商行为准则》。此外,公司在供应商审核环节将可持续发展相关因素纳入考核项,推动供应链低碳转型。

VI Review Mechanism

The Company has established a sustainable supply chain review mechanism, conducting online risk verification during the supplier admission stage, and red-line suppliers are not allowed to enter; suppliers admitted after pre-qualification must sign the Supplier Code of Conduct. In addition, the Company incorporates sustainable development-related factors into assessment items

during the supplier audit stage to promote low-carbon transformation of the supply chain.

第七条 附则

本政策经公司董事会战略与 ESG 委员会审议批准，自发布之日起生效。

VII Annex

This Policy has been reviewed and approved by the Strategy and ESG Committee of the Board of Directors of the Company, which is effective as of the date of promulgation.