



## MSSL POLICY: HUMAN RIGHTS & MODERN SLAVERY

This policy affirms Marcegaglia Stainless Sheffield Limited's responsibility and commitment to respect human rights across our operations and sets out our main principles in relation to respecting and protecting human rights.

### Main Principles

1. We shall comply with UK Human Rights laws and respect international human rights principles. It is expected that MSSL employees, business partners and suppliers shall respect and not infringe upon human rights.
2. We will adopt a zero-tolerance policy towards modern slavery and shall ensure that all prospective employees are legally entitled to work in the UK. We will not do business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude, forced / bonded / compulsory labour, human trafficking, restrictions of movement, excessive employee recruitment fees, confiscation of identity documents, or withholding of wages.
3. We respect freedom of association. Our employees have rights to join worker's unions and councils in accordance with local law and international conventions. We will maintain a grievance mechanism for employees and external stakeholders, and we expect that our partners and suppliers shall also uphold these rights.
4. We shall safeguard employees from abuse or coercion and shall treat employees in a fair and equal manner. Discrimination of any sort will not be tolerated.

---

Liam Bates  
President, Long Products

Issued: 24<sup>th</sup> June 2024