



RELIANCE, INC. HUMAN RIGHTS POLICY

Introduction

Reliance, Inc. ("**Reliance**") is committed to conducting business in an ethical and responsible manner. This includes the support of universally recognized human rights and fundamental freedoms. Reliance's Human Rights Policy enforces Reliance's commitment and responsibility to providing a workplace respecting all human rights consistent with both United States federal law and the core principles of the United Nations Guiding Principles on Business and Human Rights

Purpose

Reliance is committed to respecting and protecting human rights for our employees in the workplace and promoting these rights to our subsidiaries, suppliers, service providers, vendors, contractors, and agents.

Reliance employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners, and others through and with whom Reliance conducts business should avoid complicity in any practice that constitutes human trafficking or slavery.

We recognize the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Provide safe working conditions
- Promote a workplace free of discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local and federal laws
- Recognize employee's rights to freedom of association
- Respect the environment

Right to a Safe Workplace

Safety is one of Reliance's core values and a key operational focus each day in our Family of Companies. We conduct our business in a manner that protects the health and safety of our colleagues and others who may be onsite at our facilities. We embed the safety culture across all our Family of Companies by providing training, tools, and support to our teams.

Principle of Non-Discrimination

We strive for a workplace that is free from discrimination, harassment, or other forms of wrongful treatment. Reliance will not tolerate any form of discrimination or harassment based on any individual's status and prohibits discrimination and harassment by or directed toward any employee, job applicant, supplier, vendor, contractor, service provider, and agent.

Principles of Equal Opportunity and Inclusion

At Reliance, we believe that superior Company performance requires contributions from a diverse workforce that includes a variety of employee experiences and backgrounds. We are committed to providing fair and unbiased opportunities and hiring, developing and supporting an inclusive workforce with equal opportunity for all. Our commitment to equal opportunity and inclusion is also reinforced by our Code of Conduct, which forbids employment discrimination or harassment based on race, color, sex (including pregnancy, childbirth, and related medical conditions), national origin, religion, age, disability, genetic information, veteran status, sexual orientation, marital status, or any other characteristic protected by applicable law.

Freedom from Slavery and Forced Labor

Reliance is committed to the health and safety of our employees by providing a work environment that is free from human trafficking, exploitation, forced labor, child labor and any form of modern slavery. Reliance employees, contractors, subcontractors, suppliers, vendors, and others through whom Reliance conducts business should not engage in any practice that constitutes trafficking in persons, child labor and slavery. Reliance managers and supervisors are responsible for ensuring that employees who report to them, directly or indirectly, comply with this policy. Employees having knowledge of credible information concerning actual or potential violations of this policy must report them immediately to their supervisor, Human Resources, or our Ethics Hotline. Further information can be found in Reliance's California Supply Chains Act Statement.

Freedom of Association

We recognize and respect employee rights to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen bargaining representatives. We are committed to complying with laws pertaining to freedom of association and collective bargaining.

Right to Enjoy Just and Favorable Working Conditions

Each one of Reliance's thousands of employees around the world deserves to be treated with dignity and respect and has the right to just and favorable working conditions. Reliance's policies and practices reflect this conviction. Reliance provides competitive compensation and benefits

relative to our industry and local labor markets. We ensure compliance with any applicable laws or agreements related to our employees' terms and conditions of employment.

Right to a Healthy Environment

We believe that all communities have the right to a healthy environment, and we are committed to respecting this right. We recognize that environmental issues can adversely impact health and other human rights. We are committed to maintaining compliance with laws related to the protection of the environment, health, and safety.

Guidance, Reporting, and Non-Retaliation

Reliance expects and requires fair, equitable, and respectful treatment of and by all our employees. Anyone who feels they have been subjected to any treatment that conflicts with our standards should seek immediate support from their local management, direct supervisor, Human Resources, our Ethics Hotline, or the General Counsel. The Ethics Hotline, operated by specially trained third-party representatives and available inside and outside the Company, also provides a way to report concerns, anonymously in many locations, subject to local laws.

Reliance prohibits retaliation of any kind, making it safe for employees to raise ethics and compliance concerns in good faith. Our non-retaliation policy is actively supported by our board of directors and senior management.

Further information on Reliance's Reporting and Accountability policy can be found in our Code of Conduct available on the Company's website at <https://reliance.com/california-supply-chains-act/>.

Approved and Adopted: 4/15/2025