



<b>RELIANCE, INC. SUPPLIER CODE OF CONDUCT</b>
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## **Introduction**

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Reliance, Inc.'s ("Reliance") long-term success is founded on our ability to do business with the greatest integrity, to the highest ethical standards, and always in a manner that respects human rights and complies with all applicable laws, rules, and regulations.

The core values that govern all employees, officers and directors of Reliance, Inc. and its subsidiaries (collectively, "Reliance") are detailed in the Reliance Employee Code of Conduct, available at <https://investor.reliance.com/corporate-governance/corporate-governance-documents/default.aspx>. Reliance expects its business partners, including all suppliers of goods and services (collectively, "Suppliers"), to share those values and act accordingly.

This Supplier Code of Conduct outlines the requirements that apply to all Suppliers as a condition to doing business with Reliance. Any failure to comply with these minimum requirements will jeopardize a Supplier's relationship with Reliance. If a Supplier fails to meet the expectations set forth in this Supplier Code of Conduct or fails to take corrective action within a reasonable time specified by Reliance, Reliance reserves the right to terminate any or all contracts with the Supplier.

Importantly, the minimum requirements set forth in this Supplier Code of Conduct apply throughout our supply chain. Suppliers must communicate these requirements to – and require compliance by – their parent companies, subsidiaries, affiliates, directors, officers, employees, and any other parties that support their business activities with Reliance, such as their own suppliers, consultants or subcontractors. Note that particular contracts may contain more stringent provisions relating to the matters addressed herein. In the event of an inconsistency, the more stringent provision will control.

## **Safety**

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The health and safety of our employees, customers, suppliers and communities is our most important core value. Suppliers are expected to prioritize the safety of their employees by, without limitation, providing safe and healthy working environments in compliance with all laws and regulations applicable to their operations, meeting or exceeding all legal standards for occupational health and safety.

## **Conflicts of Interest**

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Reliance expects all of its Suppliers to conduct business with the highest levels of honesty and integrity, and at minimum conduct business in accordance with all applicable laws, rules and

regulations. Suppliers are expected to make business decisions on the basis of merit with no consideration of any other factors, such as gifts, favors, hospitality, receipt of unsupportable fees or commissions, personal loans, special invoicing, or anything else of direct or indirect value or significance unrelated to the merits of the business decision. Any situation that might put Reliance in such a position or create the appearance of bias should be avoided. Suppliers should disclose to Reliance any personal, business, or other relationship that might constitute a conflict of interest or could potentially give rise to a conflict of interest.

## **Anti-Bribery and Anti-Corruption**

Reliance does not tolerate bribery or corruption. Suppliers shall not exercise improper influence or directly or indirectly offer, give, or promise money or any other thing of value (including facilitation payments, gifts, meals, entertainment, or other business courtesies and benefits, regardless of value) to any individual for an improper purpose. This prohibition applies regardless of whether the recipient is a government official or representative of a private company. Similarly, Suppliers shall not solicit or accept any bribes, kickbacks, or other improper payments.

We expect our Suppliers to be vigilant in assuring compliance with the U.S. Foreign Corrupt Practices Act, as well as applicable anti-bribery laws of any foreign governments, including the United Kingdom's Bribery Act 2010. These laws prohibit the making or offering of any payment to any person or foreign official to induce that person or official to influence any governmental act or decision or to assist in obtaining or retaining business or in directing business to any person.

Suppliers are expected to compete fairly and legitimately on a level playing field and to comply in all respects with federal, state and foreign antitrust and other competition laws. Suppliers are expected to conduct their businesses in compliance with all applicable federal, state, local and foreign statutes, rules and regulations governing the purchase and sale of goods and services, as well as United States and applicable foreign securities laws.

## **Human Rights and Ethical Sourcing of Goods**

Reliance Suppliers and others through whom Reliance conducts business shall treat all of their employees fairly and with dignity and respect and should operate programs that:

- Promote a workplace free of discrimination and harassment and other forms of wrongful treatment.
- Prohibit child labor, forced labor, and human trafficking and any form of modern slavery. Reliance reserves the right to immediately suspend or discontinue engagement with any Supplier at any time and will take appropriate action if we suspect any Supplier has violated any law or regulation related to prohibition of human trafficking and slave labor.
- Provide fair and equitable wages, benefits, working hours, and other conditions of employment in accordance with local and federal laws.

- Recognize employees' rights to freedom of association and collective bargaining where local law confers such rights and respect employees' rights to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment.
- Respect cultural, ethnic and religious backgrounds, and comply with the principle of fair employment, regardless of race, gender, age, origin, skin color, disability, nationality, sexual orientation, gender identity, religion or any other protected characteristics or activities.
- Responsibly source minerals in line with current global standards by exercising diligence in the sourcing of Reliance orders to ensure that such sourcing neither promotes or supports counterfeiting nor benefits any group that perpetrates human rights abuses or violent conflict. In particular, no Supplier shall supply goods to Reliance containing columbite-tantalite (coltan), cassiterite, wolframite, tin, tungsten, tantalum or gold (the "**Conflict Minerals**") obtained from sources that finance or benefit armed groups in any "**Covered Country**" as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. Suppliers shall cooperate with Reliance in connection with any due diligence that Reliance chooses to perform with respect to our country of origin inquiries and, when Reliance deems it necessary, provide reasonable proof of the due diligence performed by the Supplier to support the country of origin certification provided by the Supplier to Reliance.

Suppliers are expected to act in accordance with Reliance's Human Rights Policy available at <https://investor.reliance.com/corporate-governance/corporate-governance-documents/default.aspx>. Reliance's Human Rights Policy enforces Reliance's commitment and responsibility to providing a workplace respecting all human rights consistent with United States federal law, the core principles of the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's "fundamental" Conventions.

### **Use of Reliance's Information and Assets**

In some instances, Suppliers will have access to Reliance's facilities, equipment, systems, information, or other assets. Suppliers shall comply with the terms of any agreements governing the use of such assets and shall take all appropriate steps to protect them from damage, loss, misuse, theft, or unauthorized access. In particular, confidential information may only be used for legitimate business purposes and must never be shared with third parties unless specifically authorized by Reliance. Suppliers shall not use Reliance's logo, trademarks, or service marks without prior written authorization.

### **Environment**

Reliance is committed to minimizing the impact that our products and operations may have on the environment. Suppliers are expected to operate in a way that minimizes the impact on natural resources and protects the environment, and to make sustained efforts to reduce their emissions or air pollutants and greenhouse gases. Suppliers must fully comply with all applicable laws related to the protection of the environment, health and safety and be transparent with regard to greenhouse gas emissions in their own and upstream activities.

## **Reporting of Potential Misconduct**

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Suppliers shall promptly inform Reliance of any violations or suspected violations of this Code. To report any concern regarding potential violations of this Code or other ethics and compliance issues related to Reliance's business, a Supplier can use **Reliance's Compliance Hotline** or its **Web-reporting Tool**:

<b>Reliance Compliance Hotline</b>	(877) 318-9185 (866) 384-4277
<b>Reliance Web-Reporting Tool</b>	<a href="http://www.reliance.ethicspoint.com">www.reliance.ethicspoint.com</a>

Reliance is a nonretaliatory environment, making it safe for employees and Suppliers to raise ethics and compliance concerns in good faith. Our non-retaliation policy is actively supported by our Board of Directors and senior management. Suppliers shall implement processes to ensure that their employees can raise concerns and report grievances confidentially and, where law mandates, also anonymously, and to protect any individual who reports a concern or grievance in good faith or who assists with an investigation from retaliation.

*Effective as of 03/30/2025*