



Ville Ste-Catherine, 18/08/2021

For the attention of the legal representative

Subject: Application of our ethics code
Gifts renounces

Dear Sir or Madam,

We consider fairness, transparency, honesty and trust to be the fundamental values behind our conduct. We also expect these values to form the basis of our partnerships with customers, external suppliers and service providers.

Please respect our request to refrain from sending gifts to our employees relating to business transactions, personal occasions or religious and/or national holidays such as Christmas and New Year, should you have wished to do so. This especially includes the sending of gifts to private addresses. We would very much appreciate it if you could make sure that an uncomfortable situation does not arise, whereby our employees feel in conflict with our compliance requirements and must reject any gifts.

We are sure you will agree that good business relationships are based on mutual trust and respect and do not require any gifts.

We are confident that you will support us in the observance and implementation of our compliance requirements.

Kind regards.

A handwritten signature in blue ink, appearing to read 'G. Wilbois', is written over a blue horizontal line. The signature is fluid and cursive.

Guillaume Wilbois
Site Manager

ASI Associated Steel Industries Ltd. - Les Industries Associées de l'Acier Ltée



7140 Route 132, Ville Ste-Catherine, Québec, J5C 1B6 – Tél (450) 632-1881 – (514) 364-3308 – Fax: (450) 632-8352 – info@asiriva.com
www-asiriva.com