

SUPPLIER ETHICS AND SOCIAL COMPLIANCE COMMITMENT

1. PURPOSE

The purpose of this Supplier Ethics and Social Compliance Commitment is to establish the fundamental principles ensuring that suppliers, subcontractors, service providers, and business partners engaged in business relationships with our company act in compliance with ethical rules, applicable legal regulations, human rights, employee rights, occupational health and safety, environmental sustainability, and equal opportunity principles.

In line with our company's understanding of a sustainable, responsible, transparent, and ethics-based supply chain, all business partners are expected to comply with the principles set forth below.

2. LEGAL COMPLIANCE

- Comply with all applicable laws, regulations, legislation, and rules in the country in which it operates.
- Fully fulfill all required permits, licenses, authorizations, and official obligations.
- Conduct its commercial activities within the framework of legal, honest, and ethical principles.
- Maintain official records and documents accurately, up to date, and transparently.

3. HUMAN RIGHTS AND EMPLOYEE RIGHTS

- Adopt a working approach that respects universal human rights.
- Provide employees with a fair, respectful, safe, and healthy working environment.
- Prohibit physical, psychological, verbal, or emotional abuse.
- Protect employees' personal rights, dignity, and privacy.
- Support a working environment where employees can freely express their opinions, suggestions, and complaints.
- Refrain from practices involving pressure, threats, intimidation, or retaliation against employees.
- Respect employees' ability to exercise their legal rights freely and voluntarily.

4. PREVENTION OF DISCRIMINATION AND EQUAL OPPORTUNITY

- Avoid discrimination based on language, religion, race, ethnic origin, nationality, gender, age, marital status, disability, political opinion, or similar reasons.
- Adopt the principle of equal opportunity in recruitment, compensation, training, promotion, career development, and working conditions.
- Support the principle of equal pay for equal work.
- Encourage an inclusive approach that supports women's participation in the workforce.
- Value the provision of a safe, respectful, and supportive working environment for female employees.
- Prohibit harassment, mobbing, pressure, and discriminatory practices.

5. PROHIBITION OF CHILD LABOR AND FORCED LABOR

- Not employ workers below the legal working age.
- Never allow child labor under any circumstances.
- Refrain from forced labor, debt bondage, human trafficking, or involuntary labor practices.

- Ensure that employees are not forced to work against their free will.
- Not unlawfully confiscate employees' identity documents, passports, or personal belongings.

6. OCCUPATIONAL HEALTH AND SAFETY

- Provide a safe, healthy, and hygienic working environment.
- Act in compliance with occupational health and safety legislation.
- Avoid practices that may endanger employees' health and safety.
- Provide necessary personal protective equipment and encourage its use.
- Take necessary measures to prevent occupational accidents and diseases.
- Carry out necessary emergency preparedness, training, and awareness activities.

7. WORKING CONDITIONS

- Comply with applicable legislation regarding working hours, wages, overtime, and rest periods.
- Pay employees' wages fully and on time.
- Respect the use of legal leave, social rights, and fringe benefits.
- Support fair working conditions that protect employee rights.

8. ETHICAL TRADE AND INTEGRITY PRINCIPLE

- Conduct all commercial activities within the framework of honesty, transparency, reliability, and ethical principles.
- Avoid unfair competition practices.
- Refrain from bribery, corruption, improper payments, unregistered transactions, or unethical practices.
- Avoid situations that may create conflicts of interest.
- Ensure that commercial records are maintained accurately, completely, and transparently.

9. CONFIDENTIALITY AND INFORMATION SECURITY

- Protect the confidentiality of our company's commercial information, documents, data, and business processes.
- Use information solely within the scope of the business relationship and for authorized purposes.
- Not share information with third parties without the written consent of our company.
- Take necessary measures to ensure information security.

10. ENVIRONMENT AND SUSTAINABILITY

- Demonstrate a sensitive approach toward reducing environmental impacts.
- Act in compliance with applicable environmental legislation.
- Behave responsibly regarding waste management, energy efficiency, protection of natural resources, and environmental sustainability.
- Take necessary measures to prevent practices that may harm the environment.
- Support sustainable production and working practices.

11. SUBCONTRACTOR AND SUPPLY CHAIN RESPONSIBILITY

The supplier company agrees to encourage its own suppliers, subcontractors, and sub-suppliers to act in compliance with the ethical, social compliance, and legal requirements set forth in this Commitment.

12. AUDIT AND COMPLIANCE

Our company reserves the right to request information, documents, and evaluations regarding practices covered under this Commitment whenever deemed necessary.

If any conduct contrary to ethical principles, social compliance rules, or applicable legislation is identified, necessary evaluations may be conducted and the continuation of the business relationship may be reconsidered.

The supplier company agrees to cooperate when necessary.

13. EFFECTIVENESS

This Commitment shall remain valid throughout the business relationship between the parties and shall enter into force on the date it is signed by the supplier company.

SUPPLIER COMPANY NAME:

AUTHORIZED REPRESENTATIVE NAME AND SURNAME:

POSITION:

DATE:

SIGNATURE / STAMP: