



KOROZO GROUP

CARRIES YOUR IMAGE

Supplier Code Of Conduct

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1. INTRODUCTION

Korozo Group strives to extend its sustainability practices to encompass the supply chain as a whole and to create sustainable value in cooperation with its stakeholders in line with its responsible business approach. The Group builds fair, impartial and transparent business relations with all suppliers and business partners with the aim to build long-term and lasting business partnerships with companies fully meeting supplier selection criteria. With this **“Supplier Code of Conduct”**, Korozo Group outlines its expectations from business partners on ethics, legal compliance, anti-corruption, working conditions, health, safety and environment.

Korozo Group expects all suppliers to share the Supplier Code of Conduct with all related parties in their organization, make it accessible and ensure that all employees comply with the Supplier Code of Conduct and act in accordance with ethical principles throughout the business partnership.

2. KOROZO SUPPLIER CODE OF CONDUCT

2.1. Compliance with Laws

- In all activities and services, national and international laws, Korozo Group’s rules, policies and procedures must be followed.
- All related parties must transparently share documentation demonstrating compliance as part of audits.
- Suppliers and business partners must follow national and international best practices and collaborate with Korozo Group to achieve sustainable business goals.
- While striving to enhance environmental and social performance through partnerships with suppliers, decisions must be taken to ensure economic sustainability without disregarding profitability.

2.2. Ethics (Anti-bribery and Anti-corruption, Conflict of Interest)

- Suppliers and business partners should not accept or offer any illegal payments, donations, gifts or other inappropriate benefits in their commercial transactions with Korozo Group. All suppliers must guarantee that they fully comply with all anti-bribery/anti-corruption laws and/or regulations in their regions of activity and strive to eliminate all forms of bribery and corruption.
- All personal relations that could potentially lead to a conflict of interest between the supplier and business partners should be avoided.
- All Korozo Group employees, suppliers and business partners are expected to follow the rules outlined in Korozo Ethics Policy. In this context, all stakeholders can report any non-compliance to the ethics line.

2.3. Safety

- Suppliers and business partners must take all necessary safety measures to ensure a healthy and safe working environment and minimize the risk of injuries and accidents, provide employees with the required training and personal protective equipment, report to Korozo Group all accidents, near-misses and incidents that can improve safety at our facilities.

2.4. Environmental Conservation

- Compliance with all national and international regulations on climate change, water management, waste management and biodiversity as well as improving environmental performance continuously and reducing environmental impact are essential.
- Suppliers must take precautions to prevent industrial accidents or spills with environmental impact and report any incident to both Korozo Group and related public organization/institutions.

2.5. Diversity, Equality and Inclusion

- Suppliers and business partners must be fair, equal and unbiased in their operations without any direct or indirect discrimination based on race, color, gender, sexual orientation, gender identity or expression, religion, language, age, social or ethnic origin, political opinion, disability, property, birth or acquired status.

2.6. Child Labor and Forced Labor

- Suppliers and business partners should not allow “child labor”, corporal punishment, violence, harassment or oppression, slavery, human trafficking, forced labor.

2.7. Compensation and Working Conditions

- Employees must be compensated in an equitable manner.
- ILO principles and regulations must be followed with regards to working hours, compensation and allowances.
- Debt bondage should not be used.
- All suppliers and business partners must comply with information security standards and laws, design and implement processes to protect personal data.

2.8. Freedom of Association

- Employees’ rights to unionize and collective bargaining must be respected.
- Employees’ opinions and feedback should be taken into account, their participation in decision making processes and continuity of information flow should be fostered.

2.9. Career Management, Employment

- An employee base that cares about the society and ethical values should be created.
- Every employee must be considered a talent, processes should be created to bring out their potential and employees should be supported with trainings and continuous learning philosophy.

2.10. Confidentiality and Protection of Company Information

- Korozo Group safeguards private and confidential information, information which may adversely affect competition, trade secrets, financial information, information related to personnel rights, information of customers and employees in accordance with the Law Nr. 6698 on Personal Data Protection (Kişisel Verilerin Korunması Kanunu - KVK Kanunu) All suppliers and business partners must comply with the Law on Personal Data Protection.
- All data, including but not limited to reports, presentations, financial statements including footnotes, to be submitted to the public, investors and competent authorities must be prepared accurately, precisely and transparently. In this context, all suppliers and business partners must share any information requested from them accurately, precisely and transparently.

2.11. Integrity and Equity

- Accuracy, integrity, equity and transparency should be ensured in all business processes and customer relations.
- All operations must be carried out openly and transparently; direct dialogue and information-based communication should be established with employees, and open communication with all stakeholders should be fostered.

2.12. Audit and Corrective Actions

- Korozo Group has the right to periodically request information and documentation from its suppliers and carry out on-site audits on a pre-agreed date to confirm the supplier's compliance with the Code of Conduct.
- Korozo Group can request the implementation of an action plan for the correction of a non-compliance and carry out follow-up audits to ensure that the actions foreseen in the said plan are taken.

3. PROCEDURE FOR ADDRESSING VIOLATIONS

Korozo Group requires all suppliers to understand and comply with its Supplier Code of Conduct. It is solely suppliers' responsibility to comply with the Supply Code of Conduct. Korozo Group may request the suspension of a supplier's worker in case of a violation of laws or the Code of Conduct or may entirely cease partnership with the supplier.

Korozo Group is committed to carrying out its operations in line with laws, with integrity and ethically. Korozo's ethics code is an extension of its culture of trust and integrity and a demonstration of its commitment to ethical practices and legal compliance. In this regard, Korozo Group created processes and reporting channels for all questions and concerns to be shared. Ethics Line (by phone or email) is an anonymous notification system where employees or other stakeholders can share their concerns about business practices 24/7 anonymously. As part of its business practices, Korozo adopts a non-retaliation policy.

Suppliers must notify Korozo Group if they witness, suspect or know of a violation of the rules. All Korozo Group employees and other related parties can report ethical violations at **etik@korozo.com.tr** If there is an opinion or suspicion that an employee or a person acting on behalf of Korozo has acted contrary to this procedure, it will be reported to the Ethics Committee. If a violation is detected, they will be referred to the Disciplinary Board.

Supplier Acknowledgement

I hereby confirm that I have carefully read, understood, and agree to comply with the terms set forth in this Supplier Code of Conduct. These guidelines outline the ethical, social, and environmental standards that I am required to adhere to during the course of our business relationship. I acknowledge that any violation of these terms may result in the review and potential termination of our partnership.

Supplier Company Name:

Authorized Person's Name:

Authorized Person's Title:

Date:

Stamp/Signature: