



Supplier Code of Conduct

1. Compliance with Laws

KEMİTEKS's suppliers must know and comply with national and international laws and other legal requirements regarding themselves and their business.

2. Human Rights

Prohibition of Discrimination: Suppliers cannot discriminate in any form (religion, language, race, color, gender, sexual orientation, age, etc.) in recruitment or against their employees. Nor can it tolerate such behavior by its employees; undertakes to take the necessary measures.

Prevention of Harassment: Suppliers are obligated to provide their employees with a working environment free from mental, physical, sexual or other forms of harassment and inconvenience.

Suppliers provide channels for their employees and other relevant persons to report violations of the law or ethical principles without fear of sanctions.

3. Working Conditions

Prohibition of Child Labor: Suppliers undertake not to employ child labor at any stage. Suppliers agree to comply with minimum working age restrictions and International Labor Organization (ILO) Standards set by national law or regulation.

Prohibition of Forced Labor: Suppliers cannot apply any form of forced or compulsory labor, the employee is free to leave the job.

Occupational Health and Safety: Suppliers take all precautions in terms of occupational health and safety. In this context, it provides its employees with all necessary training, equipment and furnishing. It provides the necessary opportunities for the management of health and safety risks and the prevention of occupational accidents and diseases.

Fair Wages and Working Hours: Suppliers must not pay their employees less than the minimum wage specified by law. Legal working hours in the operating region will be complied with. For overtime, the overtime fee specified in the law will be paid, and in cases where there is no legal obligation, it is essential to pay at least the normal hourly rate. Employees must have at least one week off every seven days.

Right to Organize and Collective Bargaining: Suppliers shall respect the rights of their employees to organize, form or join trade unions.

4. Environment

Suppliers must continue their activities in accordance with all applicable national and international environmental laws and regulations. Evaluates the environmental impacts of his works and decisions, takes the necessary measures for the protection of natural resources, reduction of waste and pollution control.

All products and services to be provided will meet relevant environmental, quality and safety criteria.

5. Anti-Bribery and Anti-Corruption

Suppliers may not bribe, accept or corrupt. Takes necessary measures to combat bribery and corruption. It must comply with all applicable national and international anti-corruption laws.

6. Avoiding Conflict of Interest

Suppliers avoid conflict of interest and any activity that may be perceived as a conflict of interest by third parties. In case of a possible conflict of interest, it informs all relevant parties.

7. Information Security

Its suppliers are obliged to protect all confidential information belonging to KEMİTEKS and to which they have access, including trade secrets, know-how and financial data.

KEMİTEKS

Suppliers are responsible for requiring their suppliers to act in accordance with the principles of this Supplier Code of Conduct and will exercise due diligence when detecting and confirming adherence to these principles within their supply chain.