

## YEŞİLYURT DEMİR ÇELİK SUPPLIER CODE OF BUSINESS ETHICS

As Yeşilyurt Demir Çelik, we comply with the rules of business ethics, and as a requirement of our responsible purchasing policy, we expect our employees to comply with the Code of Business Ethics below.

### 1. LEGAL PRACTICES

#### Commerce

Being a global company Yeşilyurt Demir Çelik. acts according to international commercial laws in its business activities. Suppliers shall respect all global commercial audits, international commercial laws and regulations as well.

#### Competition law

The supplier must do business in full compliance with the laws of monopoly and fair competition governing the jurisdictions in which they operate.

#### Bribery and Corruption

The supplier is banned from giving, offering a bribe, making a payment or providing anything of value to any institution, person or accepting these from any institution or person.

### 2. WORKING CONDITIONS

#### Forced Labor

The supplier shall resort to only voluntary labor force, and employ staffs who want to work with their own free will. It shall not force its employees to work by means of threats, use of force, false claims or any other forms of oppression.

#### Child Labor

Our suppliers should not employ workers below the age limit defined in the labor legislation.

#### Harassment

Pursuant to the fact that violation of employee's integrity in any manner by physical, sexual and/or psychological harassment at the workplace or any other place related to work is a breach of law and code of conduct, suppliers shall not tolerate such acts in any way.

#### Indemnity and Charges

The wages, overtime payments and wage related rights paid by the suppliers to their employees should be equal or higher than the requirements of applicable labor legislation.

#### Working Hours

Our suppliers accordance with local and national laws or regulations to working hours and overtime work.

#### Nondiscrimination

Suppliers shall not discriminate depending on race, color, nationality, gender, religion or disability in all decisions related to employment including recruitment, promotion, benefits, education, mandatory dismissal and termination of business.

#### Freedom of Unionization and Collective Bargaining

Employees of suppliers are free to join legal organizations based on their own choices. Suppliers shall bestow and respect their employees' right of association and collective bargaining. Employees shall not be threatened or harassed as they join such organizations.

### 3. BUSSINESS ETHICS

#### Business Records

The suppllier shall create, save and store all information related to the business correctly and in complete harmony with all requirements of applicable laws and regulations. At meetings with representatives of regulatory bodies and officials, the supplier shall be honest and ingenious.

#### Confidentiality and Protection of Trade Secrets

Documents, business and technical information provided by Yeşilyurt Demir Çelik to the supplier are defined as "Confidential Information".

The supplier shall keep all information, methods that provide competitive advantage or ideas, practices, methods, inventions, designs, works etc. not yet known in the industry ("Trade Secret" or "Confidential Information") confidential, and shall not explain to third parties without written consent of Yeşilyurt Demir Çelik.

**Intellectual Property Rights**

Yeşilyurt Demir Çelik does not entitle the supplier with licenses, patents, industrial designs or copyrights. The supplier must pay all costs, losses and additional expenses, including fines, of the parties (Yeşilyurt Demir Çelik, other suppliers, distributors and customers) who incur losses due to breach of intellectual property rights as a result of any reason caused by the supplier.

**Conflict of Interest**

The supplier shall avoid acts that cause inconvenience or conflict of interest.

**Accepting and giving gifts**

Apart from souvenirs/promotions given in accordance with customs of trade, any gift sent by the supplier that give an impression of infraction of rules, may cause or be perceived as dependency shall not be accepted.

**4. OCCUPATIONAL HEALTH AND SAFETY**

Our expectation from our suppliers regarding occupational health and safety;

- Comply with the applicable regulations regarding occupational health and safety,
- Create a safe and healthy working environment for their employees, trainees and visitors,

**5. ENVIRONMENT**

Yeşilyurt Demir Çelik is aware of its responsibility to protect the environment and expects its suppliers to regularly monitor compliance with environmental legislation (Air emissions, waste water, toxic substances and all laws relating to the discharge of hazardous waste), improve environmental management perpetually, struggle with challenges emerging due to climate change and share this commitment.

**PRINCIPLES OF IMPLEMENTATION**

Our suppliers will have a commitment to read the Code of Business Ethics, understand and be respected by the signature authority on behalf of the company. We may follow compliance with the Code of Business Conduct or we may appoint a third party to carry out this audit. In the event of a violation of these Code of Conduct, we reserve the right not to pursue our relationship with the supplier.

Yeşilyurt Demir Çelik may require any supplier employee, who acts in violation of law or in contradiction with the code of conduct to be suspended or terminate its cooperation with the supplier.

**Yeşilyurt Demir Çelik Supplier Code of Business Ethics;**

**Accepted :**

**Company Title / Name:**

**Date :**

**Stamp and Signature :**