



# SUPPLIER CODE OF CONDUCT





# A - PURPOSE & SCOPE

Ege Kimya values its suppliers, whom it sees as business partners, to adopt a responsible management approach identical to its own, to make managing social, environmental, economic and governance risks and opportunities throughout their value chains a part of their business models, and to adhere to high-level ethical standards.

The Supplier Code of Conduct defines the main principles that Ege Kimya expects its suppliers to establish business relationships with in their activities. In this context, Ege Kimya requests its suppliers to comply with the principles defined in this policy, in addition to complying with all applicable laws and regulations.

Suppliers are expected to read and evaluate these principles carefully before the purchasing process and sign them after their acceptance and approval.

## B - SUPPLIER CODE OF CONDUCT

### B.1 Legal Compliance

1. We expect our suppliers to act in compliance with all applicable laws and regulations concerning their activities in the countries in which they operate and where their products and services are used.
2. We expect our suppliers to have obtained all necessary permits and registrations regarding their fields of activity, products and services.
3. Beyond legal compliance, we expect our suppliers to comply with internationally accepted core labor norms and sectoral principles.
4. We expect our suppliers to comply with the UN Global Compact 10 Principles, the principles of the UN Universal Declaration of Human Rights, and the ILO Conventions regulating working life in their activities.



## B.2 Transparency, Accountability and Business Ethics

1. We expect our suppliers to be aware that adherence to the principles of transparency, accountability and business ethics is an indispensable prerequisite for establishing a permanent business relationship with Ege Kimya.
2. Our suppliers are expected to avoid any conflict of interest in their professional relations with Ege Kimya, and if a possible conflict of interest arises, they are expected to report this issue to Ege Kimya as soon as possible, allowing the appropriate action to be determined and implemented.
3. Suppliers will not accept or offer unlawful payments, donations, bribes, gifts or other improper benefits in order to ensure any favoritism in their commercial transactions with Ege Kimya. We will not accept or offer travel, accommodation, entertainment or similar favors unless they are declared to be for purely professional reasons.
4. All suppliers must ensure that they are not involved in any activity contrary to anti-bribery/corruption laws and/or regulations in the regions in which they operate, in particular the US Foreign Corrupt Practices Act, the UK Bribery Act, and must work to eliminate all forms of corruption and bribery.
5. Suppliers must consistently protect and safeguard Ege Kimya's intellectual property - trade secrets and other proprietary, restrictive and sensitive data or information. The data provided by Ege Kimya will be used only for the purposes determined and agreed by Ege Kimya and the supplier.
6. Suppliers are expected to keep accurate and systematic records of their professional relationships with Ege Kimya and to share these records with Ege Kimya when necessary.
7. Suppliers are obliged to comply with local and international legislation aimed at supporting fair competition. This harmony is also important in terms of offering competitive prices and innovative products.
8. Suppliers shall provide documentation to support the compliance of their products under a Free Trade Agreement, if applicable. Suppliers are persons located in, or acting on behalf of, persons or entities located in any country subject to United Nations, US or EU economic sanctions, or listed on restricted or prohibited persons lists published by the United Nations, US, EU or the country of origin/destination in which the cargo is produced. may not use a service, material or equipment supplier.
9. Suppliers will act in compliance with the laws and principles regarding the prevention of proceeds of crime and money laundering in their activities; will not take part in such a relationship under any condition or level.
10. Suppliers who believe that an Ege Kimya employee or anyone known to act on behalf of Ege Kimya has engaged in illegal or inappropriate behavior are expected to report the issue to Ege Kimya without delay, by following the specified channels and processes.

<https://www.egekimya.com/en/uploads/surdurulebilirlik/ege-kimya-code-of-conduct-eng.pdf>

### B.3 Workplace Practices, Employee and Human Rights

1. Suppliers are expected to act in accordance with universally accepted human rights in their activities, not to be a party to human rights violations under any circumstances, and to ensure that their suppliers have accepted reasonable standards of behavior.
2. Suppliers must prevent the use of child labor at any stage of their operations and supply chains. They are expected to adopt this principle in their supply chains.
3. Suppliers cannot engage in practices such as modern slavery, forced and compulsory labor as determined by the United Nations, at any stage of their activities and supply chains. As an extension of this principle, suppliers cannot employ illegal or undocumented immigrants, cannot engage in practices that ignore or encourage human trafficking activities under any circumstances, and prevent these practices from occurring in their supplier chains.
4. Suppliers may not, under any circumstances, employ unregistered workers (those who are not registered for social insurance in applicable countries).
5. Suppliers are expected to comply with the applicable regulations and industry standards regarding minimum wage, overtime pay, working hours and breaks. In cases where current practices in the sector envisage restrictions beyond legal regulations, it is expected that sectoral practices will be followed.
6. Suppliers must ensure that there is no discrimination based on race, gender, age, nationality, religion, sexual orientation, marital status, disability and similar situations in any human resources process, including recruitment processes.
7. Suppliers are expected not to ignore psychological, sexual or physical harassment, pressure, violence and mobbing practices in professional operating environments and to develop preventive systems and practices.
8. Suppliers will respect the rights of their employees to organize, form or join unions in accordance with applicable laws.
9. Suppliers take all necessary precautions in terms of occupational health and safety, and provide their employees with all necessary training, equipment and equipment in this context. The supplier takes all necessary protective measures to manage health and safety risks and prevent potential work accidents and occupational diseases. The supplier keeps occupational health and safety records regularly.
10. Our suppliers are expected to establish precautions and control mechanisms that will eliminate the risk of hazardous chemical exposure for their employees and relevant stakeholders.
11. Suppliers are expected to comply with Ege Kimya policies and relevant regulations in the supply of rare minerals, especially cobalt, which are at risk of being supplied from conflict zones.
12. Our suppliers are expected to comply with the rules of safe supply, logistics and use of chemicals by prioritizing employee and public health and safety, to comply with directives such as REACH, which requires the proper classification and labeling of hazardous chemicals, and registration of chemicals when applicable.

13. Our suppliers are expected to create Material Safety Data Sheets for their products.
14. Our suppliers will act in accordance with the United Nations Declaration on the Rights of Indigenous Peoples and ensure that these rights are respected in their supply chains. They should also support social, economic and cultural development in the countries in which they operate. For this purpose, it supports activities aimed at the development of the local economy such as vocational training, local employment and local purchasing.

## **B.4 Climate and Environmental Protection**

1. Our suppliers determine their current and potential impacts, opportunities and risks regarding climate change and environmental protection with systematic methods and manage their financial and operational impacts.
2. Our suppliers determine applicable corporate policies and strategies for climate change and environmental protection.
3. Our suppliers create a responsibility sharing systematic for the management of climate change and environmental protection issues, starting from the top management.
4. Our suppliers carry out their activities and processes in accordance with the relevant internationally accepted system standards, especially the ISO 14001 Environmental Management System.
5. Our suppliers comply with laws and regulations regarding climate change and environmental protection.
6. Our suppliers determine performance monitoring parameters and key performance indicators on climate change and environmental protection, carry out periodic performance monitoring, and set SMART targets for continuous improvement.
7. Our suppliers adopt climate and environmentally friendly technologies and systems in their activities.
8. Our suppliers work to disseminate responsible management approaches towards climate change and environmental protection in their own supply chains.
9. Those of our suppliers who are subject to the Emission Trading system or carbon tax regulations calculate the greenhouse gas emissions resulting from their activities and products in an annual plan, preferably providing independent verification of these calculations.
10. Our suppliers set Net Zero targets for 2050. In this regard, it implements current good practice examples for reducing greenhouse gas emissions, especially energy efficiency and popularizing the use of renewable energy.
11. Our suppliers ensure the efficient and responsible use of natural resources, especially water resources.
12. Our suppliers monitor wastewater pollution parameters; It takes measures to ensure that it is below legal limits

13. Our suppliers create a rational and feasible waste management in line with the zero waste vision; It adopts the “reduce, reuse, recycle principle” and circular economy practices. It ensures that toxic or hazardous wastes are disposed of by licensed organizations.
14. Our suppliers reduce harmful air emissions, SOx, NOx, VOC, PM, etc. By monitoring basic parameters, it takes measures to keep emission quality parameters below legal limits; carries out studies to reduce these emissions.
15. Our suppliers take measures to protect biodiversity and natural life.
16. Our suppliers carry out studies to reduce the environmental impacts of their products and services throughout their life cycles; Where possible, it performs life cycle analyzes on a product and service basis.
17. Our suppliers follow international developments in order to develop green products, services and processes; conducts research and development studies where applicable; Where possible, it carries out Environmental Product Labeling studies for its products within the framework of internationally valid standards; Where possible, it prefers materials with Environmental Product Label in the raw materials and semi-finished products it will use in its products and services.
18. When planning product logistics methods, our suppliers analyze issues such as supply chain structure, vehicle usage, fuel efficiency, and carbon intensity of fuel in detail and create options that will help reduce the environmental impacts caused by transportation.
19. Our suppliers take effective measures against environmental accidents, leaks and spills.
20. Our suppliers carry out training activities to improve the climate and environmental awareness of their employees and business partners.
21. Our suppliers allocate appropriate financial resources to their work on climate change and environmental protection.
22. Our suppliers support society-wide awareness and improvement activities regarding climate change and environmental protection in their own areas of influence.

## Climate and Environmental Protection



## B.5 Quality and Responsible Care

1. We request that our suppliers act in compliance with applicable internationally accepted system standards, especially ISO Standards, in their operating processes, products and services, and ensure system assurance through independent, periodic certification audits.
2. We expect our suppliers to pay utmost attention to equipment design, installation and maintenance and to ensure validation/verification of the equipment.
3. We expect our suppliers to establish a system that includes prescribed practices for the storage, handling and transportation of raw materials and to develop risk prevention measures by adopting best management practices in the handling of rejected materials.
4. Ege Kimya is among the signatories of the Responsible Care Global Agreement and has continued to implement the sustainable development principles stipulated in this agreement for many years. Responsible Care is at the heart of the global chemicals industry's commitment to sustainability. Reflecting the spirit of continuous improvement, the program goes beyond expectations in the areas of occupational health and safety, environmental performance, resource efficiency, product management, transportation safety, process safety, community support and emergency preparedness and response. Our suppliers are also expected to support the Responsible Care initiative or similar initiatives compatible with their areas of activity, if their areas of activity are appropriate, or to develop programs that will support their operations in a similar way.





## C - MONITORING & REPORTING

1. Our suppliers are expected to monitor and report the activities carried out in terms of compliance with this Policy. In this regard, we recommend that our suppliers establish monitoring and reporting mechanisms in order to effectively implement the Policy. Ege Kimya recommends its suppliers to make sustainability reporting in accordance with GRI Standards in order to carry out their reporting processes systematically.
2. Suppliers should focus on improving their performance in complying with this Policy.
3. In line with its various external engagements, Ege Kimya, its supplier management system and purchasing systems, collect information from its suppliers on the basis of "self-assessment surveys"; "announced or unannounced field audits" and/or performance indicators at various periods in order to monitor their compliance with this Policy and to support their performance development may request them to participate in practices such as information and data requests. Our suppliers are expected to support these requests and respond to information requests within a reasonable time, provided that they are made at a reasonable frequency and time.
4. Our suppliers are expected to participate in the programs organized by Ege Kimya to a reasonable extent in order to support supplier development in the areas specified in this Policy.

### Monitoring and Reporting



### Supplier Management System



### Improving Performance



### Implement Tracking



## **D - IMPEMEMNTATION RESPONSIBILITY**

This policy was created by the Ege Kimya Sustainability Board; It entered into force with the approval of the CEO and the Board of Directors. Ege Kimya Supply Chain Directorate is responsible for the implementation of the items listed in this policy document by our suppliers and monitoring the implementation.

## **E - CONTACT**

Suggestions, information requests, wishes and complaints regarding Ege Kimya Supplier Code of Conduct can be forwarded via [sustainability@egekimya.com](mailto:sustainability@egekimya.com)

## **F - SUPPLIER COMMITTMENT**

The supplier who signs below undertakes to comply with all articles of the "Ege Kimya Supplier Code of Conduct".

Company : .....  
Authorized Person : .....  
Date : .....  
Signature : .....





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