

SUSTAINABLE SUPPLY CHAIN POLICY

As Trakya Döküm San. ve Tic. A.Ş., while realizing our sustainable growth strategy, we aim to establish long-term business relationships based on mutual trust, cooperation and value creation with all our stakeholders in our supply chain regarding sustainability management and its components, to increase sustainability awareness and to support our activities with environmentally sensitive exemplary approaches.

This policy will be implemented in all supply chain and purchasing operations of Trakya Döküm San. ve Tic. A.Ş.

Trakya Döküm is committed to treating all people with respect and dignity in accordance with the International Labor Organization, the Universal Declaration of Human Rights, the Constitution of the Republic of Turkey and the Labor Law No. 4857, and its suppliers are also expected to comply with these regulations.

In this direction;

- **Legal Compliance:** To carry out our procurement processes in full compliance with all relevant legal regulations and to integrate them into our processes by following national and international good practice examples,
- **Sustainability Performance:** To consider the sustainability performance of our suppliers as an evaluation criterion in our goods and service procurement processes and to manage environmental and social impacts, and to prioritize suppliers who care about sustainability issues,
- **Transparency and Ethics:** To conduct our procurement processes transparently and to audit them in accordance with ethical principles,
- **Human Rights and Working Conditions:** To support and monitor the activities of our stakeholders in our supply chain to prevent forced labor, slavery, child labor and physical and mental abuse,
- **Anti-Discrimination Policies:** To request and monitor that our stakeholders in our supply chain follow policies and procedures against all kinds of discrimination in all their processes and to follow an inclusive human resources policy,
- **Environmental Responsibility:** To request that our suppliers create policies, processes and procedures to reduce their environmental impacts,
- **Biodiversity Protection:** To prioritize the protection of biodiversity and natural habitats to cooperate with stakeholders who hold the same view,
- **Contribution to the Local Economy:** To contribute to the local economy by prioritizing the support of local suppliers and subcontractors,
- **Training and Awareness:** We are committed to supporting training processes so that all our suppliers adopt our sustainability approach.

In addition, our expectations from our suppliers are as follows;

- **Zero Tolerance for Discrimination:** Suppliers will not discriminate in recruitment and employment processes and will act based on the principle of equality.

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- **Zero Tolerance for Discipline/Mistreatment and Harassment:** Suppliers will not mistreat their employees in any way, including through physical, verbal, sexual, psychological and/or emotional harassment, at the workplace or anywhere else they are located for work.
- **Zero Tolerance for Child Labor and Forced Labor:** Suppliers will not employ child labor and will not accept forced labor.
- **Young Worker Protection:** Suppliers will protect the health and safety of employees under the age of 18.
- **Fair Wage and Benefits:** Suppliers will provide fair wages and benefits to their employees.
- **Freedom of Association and Collective Bargaining:** Suppliers will respect the freedom of employees to join unions.
- **Working Hours and Leaves:** Suppliers will comply with the applicable legislation regarding working hours and leave rights.
- **Healthy and Safe Work Environment:** Suppliers will provide a healthy and safe work environment for their employees.
- **Environmental Responsibility:** Suppliers will adopt sustainable practices to minimize their environmental impacts.
- **Conflict Minerals:** Trakya Döküm conducts its operations by avoiding conflict minerals. Suppliers are expected to follow the same policy.
- **Conflicts of Interest:** Suppliers will avoid situations that may lead to a conflict of interest with Trakya Döküm.
- **Confidentiality of Information:** Suppliers will protect and not share confidential information.
- **Combating Bribery, Corruption and Money Laundering:** Suppliers will conduct their processes transparently, act in accordance with ethical, corruption and anti-bribery principles, and avoid bribery and corruption.
- **Inappropriate Gifts:** Suppliers will not accept inappropriate gifts.
- **Competition Law:** Suppliers will act in accordance with competition law.
- **Trade Restrictions and Sanctions:** Suppliers will comply with trade restrictions and sanctions.
- **Use of Counterfeit Parts and Materials:** Suppliers shall supply all their products and services in accordance with the quality and safety criteria specified in the contract and in their original form and shall not use counterfeit parts and materials. Trakya Döküm reserves the right to impose legal sanctions on the relevant supplier if it detects that its suppliers are using counterfeit parts and materials.

Trakya Döküm San. ve Tic. A.Ş. shall ensure that this policy is systematically implemented and monitored and reserves the right to terminate contracts with suppliers in the event of serious violations. Suppliers shall also apply the sustainable purchasing policy to their own suppliers.

The following channels can be used for reporting violations and communication:

E-Mail: etikhat@trakyadokum.com.tr

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