



Kontrolmatik Teknoloji Enerji ve Mühendislik A.Ş.

SUSTAINABLE PROCUREMENT and SUPPLY CHAIN POLICY

The purpose of this Sustainable Procurement and Supply Chain Policy ("Policy") is to create a guide that reflects the global procurement and supply approach of Kontrolmatik Teknoloji A.Ş. and affiliates in line with the "Planearth" Sustainability Strategy and to adopt the approach and governance of Kontrolmatik Teknoloji A.Ş. in this field for all global suppliers, customers, partners, employees and all other collaborators while emphasizing its importance.

GENERAL PRINCIPLES

Kontrolmatik Teknoloji A.Ş. considers producing sustainable technology products and providing sustainable solutions and services as its mission.

While collaborating with customers and stakeholders with responsible and accountable business ethics, it is committed to increasing the value, benefit and respect it gives to people, society, employees and the planet in line with its 360° sustainability approach and transparent sustainability communication.

The raw materials and materials we use in line with this mission and commitment are fundamental to the quality of the products and services we offer.

While conducting our activities, we act in accordance with the principles of responsible production and service as per *Planerath* sustainability strategy, assess the raw materials and materials we use in our processes in terms of sustainability and those that are produced in the most environmentally friendly, high-quality, beneficial, responsible and accountable manner possible are consumed and used in an efficient and responsible manner.

We consider all global Suppliers as our business partners and we take it as a principle to work with those who comply with international environmental, social and ethical standards and principles.

✚ Kontrolmatik Teknoloji A.Ş. Sustainable Procurement and Supply Chain Policy is complemented with the policies below:

- ✚ Environmental Management Policy
- ✚ Occupational Health and Safety Policy
- ✚ Human Rights and Human Resources Policy
- ✚ Quality Policy
- ✚ Customer Satisfaction Policy
- ✚ Business Ethics Policy
- ✚ Anti-Corruption and Anti-Bribery Policy

Implementation Fundamentals of the Policy

To create and leave behind a healthy planet, a habitable ecosystem and sustainable communities, we are committed to making all our suppliers adopt our sustainability values and procurement principles, informing them of these values and raise their awareness. We expect our suppliers to act in accordance with these principles in their dealings with their own suppliers, grow their area of impact and inform us and raise awareness by adopting a transparent communication style. These principles apply to all procurement operations of all Kontrolmatik Teknoloji A.Ş. companies and include the fundamental principles and rules we expect from our suppliers.

We choose our suppliers in line with the fundamental principles in line with the International Labor Organization (ILO) Conventions, the United Nations Global Compact, the United Nations Convention on the Rights of the Child, all applicable national and international laws and regulations and the Sustainable Procurement and Supply Chain Policy of Kontrolmatik Teknoloji A.Ş.

Child Labor

- Suppliers will not in any way use child labor. The minimum working age specified in Article 138 of the International Labor Organization Convention is 15 (14 for some developing countries). Workers under this age should not be employed. Employees under the minimum working age are considered as child labor.
- Young employees over the minimum working age should not be deprived of their education, protected from all kinds of factors that will damage their social, physical and emotional development and health in the work environment, and should not be employed in hazardous works.

Forced Labor

- Working should be on a voluntary basis.
- Employees should not be forced to work.

- They should not be subjected to physical, sexual, psychological or verbal abuse and illegal practices such as withholding their original identity documents should not be carried out.
- Debt bondage is strictly prohibited.

Prevention of Discrimination

- There should be no tolerance for discrimination in the workplace and recruiting, remuneration, training, promotion- and retirement-related practices as well as discrimination based on gender, age, religion, race, sect, social status, physical structure, ethnic origin, nationality, political opinion, sexual orientation, pregnancy, political opinion, union membership or any other reason.

Human Rights & Fair and Equal Treatment

- A working environment where employees are valued and respected should be established. Any kind of harassment and ill treatment should not be tolerated.
- In all kinds of workplace relations, employees should be treated fairly and in accordance with basic moral and human value judgments.

Working Hours and Remuneration

- It should be ensured that employees are provided with holidays and annual leave days in line with laws and regulations and that working hours are in accordance with the regulations.
- All employees must have legal work permits and should work under an agreement. A fair salary of at least the minimum wage should be paid and the payments should be made in a timely manner regularly. There should be no discrimination in remuneration. Annual leave, compensation, overtime pay and all side benefits should be provided within the scope of legal requirements. Working hours and overtime work should be in compliance with the laws and industrial standards.

Right of Organization and Collective Bargaining

- Employees' rights of organization and collective bargaining within the scope of legislative regulations should be respected. The employees who utilize their right of organization and collective bargaining should not be pressured and discriminated against.

Right of Association and Collective Agreement

- The right to join, become a member, be represented in trade unions and participate in workers' councils arranged by legal laws should be respected.

Occupational Health and Safety

- A healthy, hygienic, and safe work environment should be provided to employees.
- It is necessary to carry out necessary checks and maintenance, follow safety procedures and provide protective equipment in order to prevent occupational accidents and diseases and to minimize risks.
- Employees should be provided with occupational health and safety training on a regular basis to raise awareness.
- Training sessions, accidents and precautions should be recorded.
- Practices should be in compliance with the applicable national laws and regulations.

Environmental Protection

- All laws, regulations and legislation regarding environmental protection (including all laws regarding air emissions, waste, wastewater, and chemicals) should be complied with.
- Required environmental permits should be taken and their compliance with the law should be ensured.
- The supplier should work to minimize its consumption, carbon and air emissions, natural resource usage and waste. Storage, transportation and use of chemical should be made in a way that does not harm the environment. Disposal of waste and discharge of wastewater should be made within the framework of environmental obligations and limits. The environmental impact of activities to be carried out should be taken into consideration during decision-making processes.

Ethical Principles

- Circumstances that will cause conflicts of interest should be avoided.
- No attempts that aim to disrupt, hinder or limit competition should be made.
- The intellectual property rights of partners should be protected.

Locallness

- Unless there is a supply shortage in our country, we supply raw materials and materials from the Turkish market and prefer local alternative products with the closest characteristics required by specifications. We supply from abroad only if the product suitable for the required conditions and quality is not available in the Turkish market.

Entertainment and Gifts

- In limited cases, gifts and entertainment may be accepted in order to consolidate or maintain the commercial relation. Suppliers should not accept or offer any gift that would violate the laws or materials other than those accepted in line with commercial customs and promotional materials, and avoid lavish entertainment activities.

Anti Corruption and Anti-Bribery

- Suppliers should not tolerate any kind of corruption and bribery in any way or to provide financial gain, and should not receive or offer bribes and/or gifts for facilitation. No supplier employee will offer, give or receive a gift or payment that could be perceived as bribery. The Supplier should comply with the applicable laws, statutes and regulations on anti-bribery and anti-corruption.

Supplier Audit Process

- Suppliers accept that audits or assessments by Kontrolmatik Teknoloji A.Ş. or independent audits, including third-party audits can be carried out in line with the obligations of Kontrolmatik Teknoloji A.Ş. within the scope of this Policy, Agreement and/or Statements and Commitments.
- Kontrolmatik Teknoloji A.Ş. undertakes to deal with all reports confidentially and to protect those who report issues. The privacy of a person who reported a suspicious action that violates this Policy or a potential breach of business ethics will be protected and no retaliation toward this person will be tolerated.
- To report suspicious actions that violate this Policy or the violation of the rules in this Policy, the following communication channels can be used.

POWERS and RESPONSIBILITIES

All Kontrolmatik Teknoloji A.Ş. employees and suppliers are obliged to comply with this Policy in a transparent manner and to have this Policy adopted by its own suppliers. In the event of discrepancy between this Policy and the applicable local legislation in countries where Kontrolmatik Teknoloji A.Ş. operates in, unless the relevant practice does not contradict the local legislation, the more restrictive one among the Policy and the legislation will apply. Kontrolmatik Teknoloji A.Ş. Sustainability and Environment Department & Procurement Department is the unit responsible for the application of this Policy. In the event you become aware of any action that you consider to be in violation of this Policy, applicable legislation or Community procedures and standards, you can report this issue to our Company.