



KOCAELİ LASTİK SANAYİ A.Ş.

SOCIAL RESPONSIBILITY POLICY

(ETHICAL CODE)

COMPLIANCE WITH LAWS

To strictly comply with all applicable laws and regulations and to conduct our activities in accordance with the law,

EMPLOYMENT OF CHILD WORKERS

To act in accordance with the relevant legislation regarding the employment of children and young workers,

FORCED LABOR

Not to employ forced or involuntary labor,

PREVENTION OF HARASSMENT AND ABUSE

Not to allow verbal, physical, or psychological coercion or any form of harassment,

WORKING HOURS

To comply with applicable laws and obligations in determining working hours and to act on a voluntary basis regarding overtime work,

WAGES AND PAYMENTS

To pay employees their regular and overtime wages as determined by laws and collective bargaining agreements, to provide social benefits agreed upon in collective



bargaining agreements, to strictly comply with applicable laws and related regulations regarding working hours, and to act on a voluntary basis regarding overtime,

PREVENTION OF DISCRIMINATION

Not to discriminate among employees during hiring, employment, or termination based on race, color, language, religion, ethnic origin, pregnancy, marital status, gender, caste, disability, sexual orientation, membership in associations or non-governmental organizations/unions, or political identity,

MEMBERSHIP IN NON-GOVERNMENTAL ORGANIZATIONS/UNIONS

To respect workers' right to join non-governmental organizations/unions,

OCCUPATIONAL HEALTH AND SAFETY

To ensure that all employees are informed about occupational health and safety practices, to provide training, to ensure their participation in the process, to maintain a working system that prioritizes employees' overall health, and to comply with regulatory requirements,

ENVIRONMENT

To prevent environmental pollution and reduce it at the source, to comply with legal regulatory requirements, and to train our employees,

RELATIONS WITH SUPPLIERS

To comply with laws and relevant legislation and to act in good faith while fulfilling all rights and obligations arising from supplier relationships,

RELATIONS WITH STAKEHOLDERS

To comply with all relevant laws and regulations, especially labor law, in relations with all stakeholders, to adhere to principles of good faith, and never to compromise our ethical rules,

ETHICAL TRADE

Kocaeli Lastik San. A.Ş. adopts the following principles, and no one, regardless of their position within the company, may act outside this policy:

- To adhere to truthfulness, honesty, fairness, and generally accepted moral principles in our commercial activities,
- Not to evade taxes,
- Not to mislead the state in the company's financial reports,

Not harming the environment during our commercial activities, and in unavoidable situations, to strive to minimize damage,

- To protect the rights of shareholders and act honestly toward them,
- Not to compromise on quality in the sale of goods and services,
- To aim for customer satisfaction and the fulfillment of customer needs in the sale of goods and services,
- Not to sell fraudulent or defective goods, and to take them back if sold,

Not making false promises in the sale and advertising of goods and services,

- To remain faithful to the contracts we make with customers,
- Not to compromise on the principles of truthfulness and honesty and to remain faithful to contracts with other companies from which we purchase and to which we sell goods and services,

Not engage in unfair competition.

Commits.