POLİSAN HOLDİNG
CODE OF BUSINESS ETHICS AND CONDUCT FOR SUPPLIER

As Polisan Holding, while identifying our suppliers, we evaluate their approach to governance, environmental and social issues, in addition to their product performances and operation qualities. We aim at mutual success by building long-term relationships with our suppliers and consider our purchasing activities as a process that we accept as the starting point of sustainability. In determining our approved supplier lists, we ensure that it complies with Polisan Holding Supplier Code of Business Ethics and Conduct.

Our suppliers;

Child Labor and Prevention of Forced Labor

- are obliged to comply with all the rules set out in the national legislation determined by Working Principles of Children and Young Workers.
- should not apply any type of forced labor.

Work Ethic and Prevention of Discrimination

- should provide a working environment where there is no harassment or discrimination against their employees, where business ethics and ethical rules are established.
- should ensure equality of opportunity for race, gender, marital status, age, color, religion, descent, national origin, disability and other protected situations and should not tolerate discrimination for any reason.

Pricing and Working Hours

- should charge their employees at least in accordance with the minimum wage and by sectoral benchmarking.
- should adapt to the working hours of the countries in which they operate.

Occupational Health and Safety

- should prioritize the safety and health of their employees and stakeholders.
- should take all necessary measures to prevent occupational accidents and diseases.

Environmental Protection

- should manage the environmental aspects affecting the air, water, soil and biodiversity in production and service activities according to local laws.
- should prefer sustainable resources that take human health and the environment into consideration in the procurement of raw materials and other chemicals, and provide relevant certificates (FSC, EU Ecolabel, Energy Star etc.).

Anti-Corruption and Fair Competition

- should not tolerate bribery and corruption in any way.
- must agree to comply with Polisan Holding's anti-bribery and anti-corruption policy and program.
- should avoid acting against competition.

In addition, we expect companies with whom we have commercial relations to comply with the relevant commercial rules that Polisan Holding employees must abide by.