 Sekiso Otomotiv Sanayi ve Ticaret A.Ş.	SEKISO CODE OF CONDUCT	Doküman No : SG-PL-06 Tarih : 30.01.2025 Sayfa No : 2 Revizyon No : 2 Revizyon Tarihi : 01.04.2026
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KONU : Code of Conduct

SEKISO SUPPLIER SUSTAINABILITY POLICY & CODE OF CONDUCT

PURPOSE & SCOPE

At Sekiso, we are committed to conducting business with the highest standards of ethics, environmental responsibility, and social sustainability.

This Supplier Sustainability Policy & Code of Conduct defines **mandatory requirements** for all suppliers and sub-suppliers.

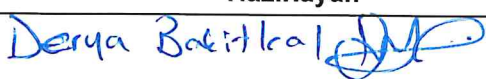
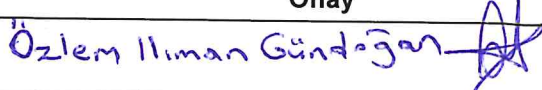
This document is an integral part of all purchasing agreements. Suppliers must comply with these requirements and ensure that these standards are cascaded throughout their entire supply chain.


1. Human Rights & Working Conditions

Suppliers shall comply with all applicable human rights laws and international standards.

- **Child Labour & Young Workers:** Child labor is strictly prohibited.
- **Wages & Benefits:** Must comply with legal requirements.
- **Working Hours:** Must comply with applicable laws and not exceed legal limits.
- **Modern Slavery:** Forced labor, trafficking strictly prohibited.
- **Ethical Recruitment:** No recruitment fees, no misleading practices.
- **Freedom of Association:** Must be respected.
- **Non-Discrimination & Harassment:** Zero tolerance.
- **Women's Rights:** Equal rights and protection against discrimination.
- **Diversity, Equity & Inclusion:** Inclusive workplace required.
- **Minority & Indigenous Rights:** Must be respected.
- **Land, Forest & Water Rights:** No forced eviction or illegal land use.
- **Security Forces:** Use must comply with human rights standards.

2. Health & Safety

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KONU : Code of Conduct

Suppliers must provide safe working conditions and:

- Conduct risk assessments
- Prevent accidents and occupational diseases
- Provide training and protective equipment

3. Business Ethics & Compliance

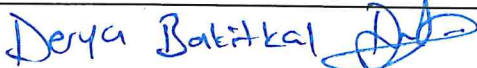
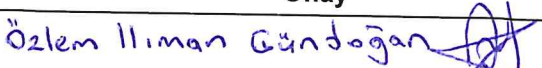
Suppliers shall operate with integrity and transparency:


- **Anti-Corruption & AML:** Zero tolerance
- **Data Protection:** Mandatory compliance
- **Financial Responsibility:** Accurate records must be maintained
- **Disclosure of Information:** Must be transparent and accurate
- **Fair Competition:** Must comply with anti-trust laws
- **Conflicts of Interest:** Must be disclosed and managed
- **Counterfeit Parts:** Strictly prohibited
- **Intellectual Property:** Must be respected
- **Export Controls & Sanctions:** Must comply with regulations
- **Whistleblowing:** Mechanisms must be in place

4. Environmental Responsibility

Suppliers shall actively minimize environmental impact:

- **GHG Emissions & Decarbonization:** Must monitor and reduce
- **Energy Efficiency & Renewable Energy:** Must be promoted and implemented where feasible
- **Water Management:** Responsible usage required
- **Air Quality:** Emissions must be controlled
- **Chemical Management:** Safe handling required
- **Sustainable Resource Use:** Efficient consumption required

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KONU : Code of Conduct

- **Waste Reduction:** Must minimize waste
- **Reuse & Recycling:** Must be implemented
- **Animal Welfare:** Must be respected
- **Biodiversity & Deforestation:** Must be protected
- **Soil Quality:** Must be preserved
- **Noise Emissions:** Must be controlled

5. Upstream Supplier Management


Suppliers must:

- Implement equivalent CSR standards for their own suppliers
- **Ensure these requirements are contractually passed down**
- Monitor and evaluate their supply chain compliance

6. Monitoring & Compliance

Sekiso reserves the right to audit suppliers.

Non-compliance may result in corrective actions, suspension, or termination of business

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Derya Bakıttal 	Özlem Ilman Gündoğan 