

	INTEGRATED MANAGEMENT SYSTEMS DOCUMENTATION	Document No.	K.E.K-EK9
		Revision No.	00
	SUSTAINABLE SUPPLY CHAIN POLICY	First Release Date	27.05.2025
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As ASEN Alüminyum, we have established the ***Sustainable Supply Chain Policy*** in order to share our basic perspective on sustainability with all our suppliers and to clearly reveal our actions on human rights, workers' rights and environmental issues.

Our main goal with this policy is:

- To ensure that our suppliers comply with environmental, social and ethical standards and to see this as an integral part of our corporate responsibilities,
- To make all our suppliers and subcontractors adopt our sustainability-oriented approach,
- To reduce environmental and social risks in our procurement and procurement processes,
- To increase positive impact across our value chain.

In line with our responsible supply chain approach;

- To extend our sustainability approach to all our business partners,
- To work in cooperation with all our stakeholders in accordance with environmental, social and ethical standards,
- We are committed to continuously improving sustainability practices not only in our own organization, but also in the supply chain in which we are involved.

This policy reflects our goal of creating a common value with all our business partners as part of ASEN Alüminyum's vision of building a sustainable future.

1. CHILD LABOR

In accordance with the relevant laws and conventions of the Labor Law No. 4857, the International Labor Organization (ILO) and the United Nations (UN), it will not take part in the use of child labor, and such practices will not be directly or indirectly supported.

2. FORCED LABOR OR FORCED LABOR

Forced labor and forced labor are prohibited under many national and international documents such as the Constitution of the Republic of Turkey, the European Convention on Human Rights (ECHR), ILO Convention No. 29 on Forced and Compulsory Labor, ILO Convention No. 105 on the Prohibition of Forced and Compulsory Labor, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the European Social Charter. Working life should be based on the free will of the individual.

Neither the organization nor any organization that provides labor to the organization shall withhold the salary, benefits, property or personal documents of such personnel in order to enable such personnel to continue to work.

In addition, neither the organization nor any organization that provides labor to the organization will take part in or support human trafficking activities. All employees who think that they have been

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exposed to forced labor or similar practices can report the situation through Human Resources or the ethics hotline. All notices will be kept confidential and will not result in retaliation in any way.

3. HEALTH & SAFETY

In line with its sustainability goals, our organization considers the provision of safe and healthy working conditions at all stages of the supply chain as a basic priority.

We expect our suppliers to take effective steps to prevent occupational accidents, occupational diseases and work-related health and safety risks in their operations. In this context, full compliance with current legal regulations and valid occupational health and safety standards of the sector should be ensured.

Suppliers must reasonably eliminate or minimize all hazards in the workplace environment; In cases where this is not possible, employees should be provided with appropriate personal protective equipment free of charge.

Within the framework of sustainable procurement, our organization supports the continuous improvement approach by cooperating with suppliers and encourages practices beyond the safe working conditions required by minimum laws and regulations for all employees.

4. DISCRIMINATION

In recruitment, remuneration, access to training, promotion, dismissal and retirement processes; It is essential not to discriminate on the basis of race, national, regional or social origin, class, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, political opinion, age or any other factor that may lead to discrimination. In connection with any element that may cause discrimination, it is necessary to respect the rights of employees to practice their beliefs or to meet their individual needs.

5. HARASSMENT

It is expected that no physical, sexual, psychological or emotional harassment, pressure or bullying will be tolerated in the workplace or work-related areas provided by the organization, including threatening, humiliating, abusive or harassing behavior (including hand gestures, verbal expressions and physical contact). Such behavior will be strictly not allowed and zero tolerance will be enforced.

6. DISCIPLINE PRACTICES

The organization and its suppliers are committed to treating all employees with dignity and respect. Corporal punishment, mental or physical violence, or verbal abuse are strictly prohibited and not supported. Any kind of ill-treatment or inhumane behavior is strictly not allowed.

7. HUMAN RIGHTS AND WORKING CONDITIONS

Organization; It will fully comply with all applicable laws, collective bargaining agreements and industry standards regarding working hours, breaks and public holidays. The normal working week, excluding overtime, shall be determined in accordance with the provisions of the relevant law and shall not exceed 45 hours.

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The organization shall respect the minimum wage rights of employees and ensure that salaries paid for the normal working week, excluding overtime, are at all times in accordance with the applicable statutory minimum wage, industry standards or, where applicable, the provisions of the collective bargaining agreement.

8. ENVIRONMENTAL RESPONSIBILITY

The organization must carry out its activities in accordance with applicable environmental laws and international regulations. It takes the necessary measures that evaluate environmental impacts such as protection of natural resources, waste and emission management, clean energy use, energy efficiency, recycling and pollution control. It actively works to raise awareness of sustainability.

It takes initiatives to increase the sustainability of the supply chain by constantly developing new solutions and innovative approaches. By collaborating with business partners, it enables the sharing of best practices and encourages the exchange of knowledge and experience on sustainability. It also provides support to its suppliers to increase their awareness of sustainability.

In order to minimize the effects of production activities on flora and fauna, it carries out meticulous and environmentally friendly practices in its production facilities and areas of influence. Thus, it aims to minimize the negative effects on natural life processes.

9. ETHICAL AND LEGAL OBLIGATIONS

The organization ensures full compliance with all laws, regulations and regulations to which it is subject and keeps its records transparent, accurate and up-to-date in order to prove compliance. Suppliers should not tolerate any form of corruption and bribery; should not give or receive bribes or gifts in order to gain benefits or facilitate business.

The organization fully complies with competition laws and acts in accordance with the legislation in force in this regard. It establishes effective mechanisms and policies to combat bribery, corruption and counterfeiting. It prohibits the acceptance of gifts that may create the impression of inappropriateness or lead to a relationship of dependence.

It avoids conflicts of interest and protects the intellectual property rights of stakeholders. It is meticulous about the protection of trade secrets, financial information and other confidential information. It ensures that necessary notifications are made in case of detection of any unethical or illegal situation.

10. SUSTAINABILITY

As long as it complies with the criteria of quality, economy and sustainability, local suppliers and manufacturers should be preferred first. The organization works to increase the sustainability of the supply chain by constantly looking for new solutions and innovative approaches. It actively encourages the sharing of knowledge and experience to increase the sustainability awareness of its suppliers.

Asen Alüminyum reserves the right to demand corrective action from its suppliers who go beyond sustainable supply chain expectations, do not make the necessary effort to eliminate nonconformities, and do not act in accordance with the determined priorities. The process is followed meticulously; In

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cases where no solution can be found, the business relationship may be suspended or terminated completely.

11. CONFLICT MINERALS

The organization firmly rejects the use of conflict minerals and cooperates with its suppliers to identify any conflict minerals in the value chain. Suppliers ensure that the minerals they purchase are sourced responsibly and ethically; It is obliged to verify that it does not contribute to conflict, illegal activities or human rights violations.

In addition, the organization and all parties in the supply chain strictly and categorically prohibit the exploitation of child labor and adopt a zero-tolerance policy in this regard.

12. DIVERSITY & INCLUSION

The organization considers the diversity of its employees, suppliers, customers and all stakeholders not only as a goal, but also as an indispensable part of the value creation process. Diversity elements such as gender, sexual orientation, ethnicity, age, marital status, belief, thought, life and expression styles, and physical differences are taken into account in position and team formation processes. Everyone is treated equally and fairly in business processes, and an effective equality policy is implemented.

As ASEN Alüminyum, we adopt the principle of cooperating with suppliers that consistently meet our quality standards and technical specifications, as well as operating in accordance with our corporate values. We expect our suppliers to comply with the determined policies and rules, as well as to carry out continuous improvement and development-oriented studies. These rules cover ASEN Alüminyum itself, as well as contracted suppliers and all business partners. In this context, we are committed to working in cooperation with all our stakeholders on the basis of mutual trust and transparency.

Notification of Violations of this Policy: Our suppliers can report any violation of laws, regulations and ASEN Alüminyum Sustainable Supply Chain Policy via etik@asenalu.com e-mail address. All reports will be treated as confidential and will remain confidential as permitted by law.

ASEN ALÜMİNYUM SUPPLIER COMMITMENT

The Sustainable Supply Chain Policy, **which was prepared and presented to us by ASEN Alüminyum**, has been carefully read, examined and all its provisions have been understood by us.

As the undersigned;

1. We act in accordance with all legal regulations and regulations in the countries where we operate,
2. We will immediately inform ASEN Alüminyum in case of any violation of such laws, regulations or ASEN Alüminyum policies,
3. We accept the ASEN Alüminyum Sustainable Supply Chain Policy unconditionally and without exception and we will fully fulfill its requirements,
4. To fulfill the obligations specified within the framework of this policy and to consider the process as an opportunity for continuous improvement,

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5. We will fully notify all our employees and subcontractors of the said policy and ensure their full compliance with these rules,
6. We accept the right of ASEN Alüminyum or any third party authorized by ASEN Alüminyum to conduct audits of us and our subcontractors without prior notice in order to audit our compliance with these policies,

We declare and undertake.

Supplier Name:

Authorized Name and Surname:

Position:

Signature / Stamp:

Date:/...../20.....