

ZORLU HOLDING

Supply Chain Principles

As Zorlu Group, among our principle responsibilities lies the conformity of our suppliers, who are our most important partners in all our companies, with internationally-recognised environmental, social and ethical standards.

While choosing our suppliers, we seek conformity with Zorlu Holding Supply Chain Principles (Principles) which we have prepared in the light of all relevant national laws and regulations, notably the International Labour Organization ("ILO") and United Nations ("UN") agreements. We are committed to inform, to raise awareness and to provide training when necessary, in order to ensure our suppliers' conformity with the Principles. Moreover, we expect from our suppliers to share, when deemed, necessary documents which show conformity with the Principles, within the framework of our auditing activities.

Zorlu Holding Supply Chain Principles encompass all Zorlu Group Companies' procurement operations and contain the rules of basic behavior which are expected from all our suppliers. We expect our suppliers to communicate the Principles to their own supply chains and, in turn, the Principles to be applied by their own suppliers.

The prevention of Child Labour and Forced Labour

- Child workers must not be employed in any circumstances. Under the International Labour Organization Convention No. 138 the minimum age at which children can start work is 15, or 14 for some developing countries. Employees under the minimum age are termed child workers.
- The education of young employees older than the minimum age must not be obstructed and they must not be employed in dangerous work.
- Work must be voluntary. Workers must not be made to work by force or be obliged to do something.
- No employee must be made to work without security.
- The payment of debts through labor must not be accepted under any circumstances.

Prevention of Discrimination

- No tolerance must be shown for discrimination in the workplace, in recruitment, remuneration, education, promotion and retirement-related practices, or according to sex, age, religion, race, creed, social status, physical appearance, ethnic origin, nationality, political views, sexual orientation, pregnancy, union membership or any other reason.

Humane Treatment

- The exercise of physical exploitation or discipline in the workplace, sexual, verbal or physical abuse and intimidation are not acceptable in any way.
- In all work relations, behavior must be fair and in line with basic moral and human values judgements.

Remuneration

- Employees must be remunerated at least at the level of the minimum wage; all other benefits must be in accordance with laws, regulations and set conditions, and payments must be in an orderly and timely way.

Working Hours

- It must be ensured that employees have holidays and days of leave in line with laws and regulations and that working hours are in line with regulations.

Freedom of Association and Collective Bargaining

- It must be ensured that employees have the rights to join the labor unions which are set forth in local laws and seek representation & join workers' councils.

Occupational Health and Safety

- A healthy, hygienic and safe working environment must be provided to employees.
- Necessary measures must be taken to prevent workplace accidents and occupational diseases; employees must regularly be given Occupational Health and Safety training with the goal of creating awareness.

Environment

- All relevant laws, regulations and statues concerning the environment (including all laws concerning air emissions, effluent load, waste water and chemical substances) must be observed.
- Efforts must be made to reduce carbon emissions and the consumption of natural resources and to increase the amount of recyclable waste.

Ethics

- No gift must be given or received in order to facilitate business; bribes or corruption must not be allowed or tolerated in any way.
- Situations which would create a conflict of interest must be avoided.
- No action must be taken that are aimed at harming, obstructing or limiting competition.
- Business partners' intellectual property rights must be protected.