# SUPPLIER CODE OF CONDUCT

## 1. Purpose

At Politem, we believe that our success is measured not only by the quality of our products but also by the way we conduct our business. This Supplier Code of Conduct has been established to ensure that our suppliers comply with our ethical, environmental, and social responsibility standards.

This document is aligned with internationally recognized principles such as the OECD Due Diligence Guidance, the UN Global Compact, and ILO standards.

## 2. Scope

These rules apply to all suppliers providing raw materials and packaging to Politem.

Suppliers are expected to implement these principles within their own organizations and, where applicable, to promote them within their supply chains.

## 3. Core Ethical Principles

### 3.1 Legal Compliance and Product Safety

- **Regulatory Compliance:** Suppliers must fully comply with all applicable local and international laws and regulations in the countries where they operate.
- **Product Regulations**: In addition to technical specifications, suppliers must ensure full compliance with REACH, KKDIK, SVHC, and relevant product safety directives. Chemical content information and Safety Data Sheets (SDS) must be kept up to date.

### 3.2 Business Ethics and Transparency

- **Integrity and Anti-Corruption:** Bribery, corruption, extortion, and any unethical business practices are strictly prohibited. Suppliers must act with integrity and in accordance with fair competition principles.
- **Conflict of Interest:** Any potential conflict of interest that may affect objective decision-making between Politem employees and suppliers must be disclosed transparently.
- **Confidentiality:** Trade secrets, intellectual property, and personal data belonging to Politem must be protected at the highest level and must not be shared without authorization.

### 3.3 Human Rights and Labor Standards

- **Forced Labor and Child Labor:** Zero tolerance applies to child labor, forced labor, and any form of bonded labor.
- **Non-Discrimination and Fair Treatment:** Discrimination based on language, religion, race, gender, or similar factors is not permitted. All employees must be treated with respect and dignity.
- **Working Conditions:** Suppliers must provide fair wages, comply with legal wrking hours, and respect fundamental rights such as freedom of association.

### 3.4 Occupational Health and Safety

- **Safe Working Environment:** Suppliers must take all necessary preventive measures to avoid occupational accidents and diseases and ensure a safe and healthy working environment.
- **Training and Records:** Regular OHS training must be provided to employees. All incidents and accidents must be recorded, and root cause analyses must be conducted.

### 3.5 Environmental Responsibility

- **Resource Efficiency:** Suppliers are expected to optimize energy and water consumption in their operations and use natural resources responsibly.
- **Waste and Emission Management:** Waste must be managed in line with circular economy principles. Air and water emissions must be controlled to minimize environmental impact.
- **Climate Focus:** Efforts to reduce carbon footprint and the use of environmentally friendly technologies are encouraged.

### 3.6 Responsible Sourcing

- **Compliance:** Suppliers are expected to ensure responsible sourcing of raw materials. Where applicable, suppliers must comply with our Conflict Minerals Policy and conduct due diligence in accordance with the OECD Due Diligence Guidance.

### 3.7 Audit, Transparency, and Non-Compliance Management

- **Risk Management:** Politem applies a risk-based supplier management approach. Supplier risks are managed through dedicated procedures including evaluation, classification, performance monitoring, and corrective action processes. Suppliers may be subject to self-assessments, audits, and continuous performance reviews. Suppliers are also expected to conduct their own internal risk assessments.
- **Remediation:** In cases where supplier activities result in environmental damage or violations of worker rights, suppliers are expected not only to correct the issue but also to support or implement remediation processes for affected parties. In case of non-compliance, corrective action plans are required. In critical cases, business relationships may be suspended or terminated.
- **Whistleblowing Mechanism:** Suppliers are expected to provide mechanisms that enable employees and stakeholders to report concerns or potentially unlawful practices without fear of retaliation. Politem also provides an independent reporting channel accessible to external stakeholders.

Suppliers are encouraged to establish appropriate management systems (such as ISO 9001, ISO 14001, ISO 45001, etc.) to support compliance with these principles.

Suppliers may demonstrate compliance with these requirements either by signing this Code of Conduct or by providing their own policies that meet equivalent standards.

*Politem Plastik ve Tekstil Paz.San.Dış Tic A.Ş.* *Supplier*

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