

SUPPLIER SUSTAINABILITY POLICY

For Fibrosan sustainability is the most important foundation of all our commercial activities. Our Business Principles and Business Ethics File, which we have prepared and implemented within the framework of Corporate Social Responsibility principles, guides us and all our stakeholders and business partners in the way we do business. This file is shared with our suppliers and their subcontractors while serving for our business. It defines the non-negotiable requirements that we want them to respect and comply with our principles.

As part of our efforts to achieve a more sustainable world, Fibrosan AŞ has implemented certain management principles for its suppliers. The purpose of these principles is to enable us to cooperate with suppliers who share our values on sustainability. Working in accordance with our Working Principles and Business Ethics is the starting point for establishing and maintaining a business relationship with Fibrosan. This Working Principles and Business Ethics presuppose respect for human rights as a fundamental Fibrosan principle that employees and suppliers expect to comply with. Fibrosan's Code of Conduct File (Working Principles and Business Ethics) specifically prohibits any form of forced labor by Fibrosan suppliers. Supplier Sustainability Policy is valid for all suppliers who provide products and / or services to Fibrosan, workers/employees are anyone working for the supplier, whether they are directly employed, subcontracted, or employed by another organization.

Child labor is prohibited. The minimum age for admission to employment in accordance with state regulations must be observed. Convention C138 of the International Labour Organisation (ILO) shall apply if no such state regulations exist. Under the terms of this Convention, no child under 15 years of age may be employed or work directly or indirectly. Business partners must ensure that young workers under 18 years of age do not work overtime or night shifts and are protected against working conditions that harm their health, safety, morale, or development.

We reward success with fair and competitive wages and benefits policies, effective and objective performance evaluation systems and practices. We work within legal working hours and try to use this time in the most efficient way. Our suppliers cannot give less salary than minimum wage declared by the government. We expect all our suppliers to work in this way.

As Fibrosan AŞ, we share the principles of human rights, prevention of child labor and abuse, prevention of harassment and discrimination, working hours and compensation, collective bargaining, quality, occupational health and safety standards, protection of environment, prevention of corruption, extortion and bribery, taxation and correct transfer of financial information, to respect privacy and protection of personal data, to avoid conflict of interest, fair competition with our business partners and try to ensure that these partners comply with these principles as much as possible. We increase the use of sustainable energy resources, to reduce GHG emission and continuously improve energy efficiency, reduce water consumption and maintain water & air quality. We ensure the segregation of waste at source for prevent

pollution and for protect the environment, eliminate hazardous wastes through licensed companies, reduction of natural resource consumption. We establish a responsible chemical management system for the entire supply chain, including chemical supply, storage, transportation and use, and waste management.

Fibrosan AŞ expects its supplier to monitor their suppliers in terms of the requirements of our “Working Principles and Business Ethics File” in order to ensure its environmental and social responsibility commitment. It is the supplier's own responsibility to carry out inspections, provide information and training to verify whether its employees, representatives and subcontractors comply with these principles. However, upon request, Fibrosan accepts its responsibility to develop its suppliers and be instructive for effective management of ethical and compliance risks. A third party appointed by Fibrosan AŞ reserves the right to conduct inspections and / or on-site audits on our suppliers to ensure compliance with this Supplier Sustainability Policy. The supplier agrees to cooperate to facilitate such reviews or inspections.

Fibrosan AŞ Suppliers and all subcontractors that do business indirectly with Fibrosan AŞ must work in accordance with the above-mentioned points and the Working Principles and Business Ethics File, which can be accessed from the link below.

www.fibrosan.com.tr

Fibrosan suppliers may need to document that they work in accordance with this file upon request. In the event of an allegation or indication of any violation of the Working Principles and Business Ethics File, The Ethics Committee of Fibrosan immediately and comprehensively investigates the allegations or indications of the violation/s.

All suppliers of Fibrosan receive training on “Working Principles and Business Ethics” and undertake to work in accordance with this file.

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