

SUPPLIER ATTITUDE RULES

Human rights

The supplier respects internationally recognized human rights and supports compliance with human rights. The Supplier agrees to stand against any kind of discrimination within the scope of applicable laws and regulations in this regard, within but not limited to its employees and business partners. Any form of discrimination based on race, color, age, gender, ethnic origin, national origin, nationality, sexual orientation, religion, disability, pregnancy, political affiliation, union membership, marital status or any other personal characteristic is prohibited.

Prohibition of forced labor

All forms of forced labor, debt or indentured labor, prison work, slavery and human trafficking are prohibited. All work and services are voluntary and employees are free to terminate their employment in accordance with agreed contract terms.

Prohibition of Child labor

Suppliers will only employ employees who are legally entitled to work. Illegal child labor or forced labor is strictly prohibited.

Working conditions

The supplier must comply with the maximum working hours within the framework of laws and regulations. Daily and weekly working hours cannot exceed the maximum limit set by local law.

Wages

Regular and overtime wages must be fair and in line with national minimum wages or industry standards. The supplier is obliged to pay fees that meet the basic requirements. In addition to unauthorized deductions, it is forbidden to make any deductions under the name of disciplinary action. Any social assistance specified by national regulations must be paid.

Treatment of employees

Employees are treated equally and without prejudice. Unacceptable behaviors such as moral abuse and sexual harassment towards employees are not tolerated in any way.

Freedom of association

The right of employees to associate freely in accordance with local laws, to join or not to join trade unions and workers' boards, and to negotiate collective bargaining will be respected. Workers' representatives must be protected against all forms of discrimination.

Collective bargaining between employer and employee representatives

Worker representatives can meet with their colleagues at their workplaces and fulfill their duties, without any restrictions other than those specified by local regulations.

Truthfulness, anti fraud

The supplier's executive staff are expected to take a clear stance and put in place measures to prevent any form of bribery, corruption, fraud and abuse of trust. The supplier is prohibited from offering, promising, requesting, giving or accepting gifts, payments, invitations, or services that are provided to influence the business relationship in a prohibited way, or that pose the risk of jeopardizing the professional independence of the business partner. Continuous efforts to monitor company-wide compliance programs or business activities for legal compliance and prohibit corruption should be put in place by the supplier and regularly reviewed and updated. In particular, binding rules for the presentation and acceptance of business courtesies and employees are expected to be regularly informed and trained about ethical business behavior.

Workplace Health and Safety

We expect our suppliers to create safe and healthy workplaces. Suppliers must take all necessary precautions to reduce the risk of accident, injury and exposure, especially when hazardous materials are present. They must have well-structured safety procedures, preventive maintenance and protective equipment in accordance with the law.

Privacy

The supplier will undertake to protect the personal information of everyone with whom it does business, including suppliers, customers and employees, in line with privacy expectations. The supplier is expected to comply with privacy and information security laws and regulatory requirements in cases where personal information is collected, stored, processed, transmitted and shared.

Disclosure of information

The supplier will disclose information regarding its business activities, structure, financial position and performance as appropriate. Tampering of the records or misrepresentation of the terms or practices is unacceptable and not allowed.

Fair Dealing and Competition

Supplier must comply with all applicable fair dealing and competition laws, including fair trade laws.

Conflicts of Interest

The supplier must not appear to conflict with, or appear to conflict, personal interests or activities with the best interests of the supplier..

Intellectual property

The supplier will respect intellectual property rights, and will carry out the transfer of technology and know-how, in a manner that protects intellectual property rights.

International trade

The supplier will comply with all applicable laws and regulations regarding the import and export of products and services.

No Retaliation

The supplier will use a communication process so that its staff can raise concerns without fear of retaliation. The supplier will also provide programs that ensure the confidentiality and protection of notifying suppliers and employees.

Resource efficiency

The supplier is expected to be sustainable by promoting acceptable levels of energy consumption, water use and waste management to reduce the environmental impacts of its business activities.

Waste Water & Management and Solid Waste

The Supplier shall characterize, monitor, control and process as required prior to the evacuation or disposal of all waste water and solid waste generated by operations and industrial processes.

Air Emissions

The supplier will determine, monitor, control and process all air emissions characteristics of volatile organic chemicals, aerosols, abrasives, particles, ozone-depleting chemicals and flammable by-products generated by operations prior to evacuation.

Dangerous materials

The supplier must identify and manage chemicals and other materials that pose a danger to human health, human safety or the environment, ensuring that they are safely handled, transported, stored, used, recycled and disposed of.

Raw Material Supply Responsibility

The supplier must supply raw materials by avoiding human rights violations, bribery, ethnic discrimination or situations that adversely affect the environment. No raw materials are allowed to contain tantalum, tin, gold or tungsten. The supplier must undertake that these four substances are not used in their products.

Ethical Recruitment Policy

Ethical recruitment at the supplier must employ policies to recruit employees legally, fairly and transparently, respecting and protecting their rights.

Diversity, Equity and Inclusion

All enterprises of suppliers, hosts always have the honor and protection protections. All employees are expected to exhibit thoughtful behavior on the job, on or off the job site, in business aspects, and in all other activities that they engage in and affect throughout the company.

Reuse and Recycling

Suppliers generate post-production waste and are increasingly required to ensure that they deal with this waste in an environmentally acceptable way, in compliance with the law. It is therefore the

policy of this practice to minimize the waste from its operations through increased use of reuse and recycling.

Noise Emission

Suppliers are obliged to prevent the negative effects of environmental noise on the environment and human health, to prepare noise maps and action plans, and to implement noise control measures to reduce environmental noise.

Women's Rights

The Equality Act protects every expenditure of employees, including hiring and firing, to prevent, use, discrimination against both direct discrimination and limitation of the supplier's female children to be treated less favorably than others because of gender, sexual reproduction or marital status.

Decarbonisation

It can reduce GHG emissions from the manufacturing sector of suppliers and improve health and equity. The term refers to the goal of ending our reliance on oil and gas as power sources to reduce carbon dioxide (or CO₂) emissions that raise global temperatures. Decarbonization is carried out with decarbonisation policies at suppliers.

Disclosure of Information

The main purpose of the Disclosure Policy is to ensure that required information, other than confidential business information, is disclosed to the public, investors, employees, customers, creditors and other relevant parties in a timely, accurate, complete, understandable, convenient and affordable manner.

Rights of Minorities and Indigenous People Policy

Indigenous peoples have the right, without discrimination, to the improvement of their economic and social conditions, including, inter alia, in the areas of education, employment, vocational training and retraining, housing, sanitation, health and social security.

Definition and Implementation of Similar Standards Towards Own Tier-1

All requirements and requests within the scope of management with suppliers are transferred through the company platform.

Binding Requirements Towards Tier-1 Suppliers to Pass on Standards Along the Supply Chain

An agreement is drawn up between the company and the supplier so that the suppliers fulfill the requirements.

Financial responsibility (Accurate Records)

Suppliers are aware of the accuracy and completeness of disclosures and business records, that decisions are made based on the information provided, and that they are evidence documents for accountability to partner institutions, and they manage company policies as such. The information recorded at the suppliers is reported accurately, timely and completely, and recorded.

Counterfeit Part Prevention Policy at Suppliers

Suppliers are obliged to preserve the original products. Suppliers may, upon request, reduce traceability to the customer firm and to the Purchasing Department, the name and location of the entire supply chain agent from the parts manufacturer to an original manufacturing or authorized distribution chain.