

Tefaş A.Ş. Ethics Policy

Ethical working rules are our written document explaining Tefaş's corporate responsibility towards all its employees, customers, business partners, government agencies, environmental rules and society. What is stated in this document is valid for all external and internal activities of Tefaş. Our Code contains information that explains the basic principles of our employees. The stated principles are mandatory for all employees. Because of their position, supervisors and leaders need to act as role models.

We expect our suppliers to act in accordance with the specified rules. In addition, they are expected to be sensitive to human rights and the environment, and to follow best practices in international trade away from monopoly.

Ethical rules may change/develop according to the conditions of the day. It is possible to foresee these rules dynamically and to be renewed according to the conditions of the day.

Our relationship with our customers:

We will be open and clear in all agreements with our customers. We will always be transparent in our dealings with our customers. In case of any problem or negativity we experience, we will be in constant dialogue with the customer, we will find a solution to the problem by making a joint decision. All commercial relations to be made will be chosen for the benefit of our customers and Tefaş and will not be for personal relations or motivations.

Employee Behavior Policy:

As a working culture, Tefaş always treats all our employees with respect. We state that discrimination based on race, gender, skin color, age, religious beliefs, physical disability will not be allowed. Every employee has to work towards protecting each other's health and safety.

Integrity:

We expect our employees to do their best to do their best for the company's purposes and to use our existing resources efficiently and to improve themselves. Our leadership principles are built on trust and responsibility. Tefaş offers its employees the opportunity to convey the necessary information. As an expectation of this information, employees are expected to produce useful products with this information.

Legislation governing fair competition, monopolies and cartels:

TEFAŞ pays attention to fair competition. Comply with laws that protect and promote competition, in particular competition laws. Agreements with competitors and activities that violate free market rules are prohibited.

Abuse, gifts and favors:

All employees are prohibited from receiving gifts or favors that may be linked to contracts. It is acceptable to receive gifts and favors of negligible value. These gifts or favors should not be mutually dependent.

International trade:

All of our employees should know the legal sanctions of their trade (import or export) and act with this awareness.

Our relationship with our suppliers:

We try to be clear and precise in all agreements with our suppliers. Our suppliers will be determined clearly and impartially according to their offers. All commercial relations to be made will be chosen for the benefit of Tefaş and will not be directed towards personal relations or motivations.

Together with our values and ethical rules, we will continue to maintain our determination to be a permanent and beneficial company for our country.

TEFAŞ A.S. As management and employees, we adopt the above-mentioned principles in our activities in order to fulfill the obligations of the ETHICS PROCEDURE and to continuously improve the efficiency of the system, and we undertake that these principles will be implemented.