

## SUSTAINABILITY POLICY

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### Aim

Ateş Çelik identifies any activities which it has carried out or shall carry out in the field of sustainability and its goals in the light of the Sustainability Policy. This Policy identifies the general principles which it shall pursue in axis of sustainability as well as its basis management and control purposes.

### Scope

Our company predicates on creating an added value for all its stakeholders, including but not limited to its employees; taking action in a an environmentally-friendly manner; fulfilling any duty falling upon it in fighting the climate change; complying with the highest ethical standards; complying with the legislation and continuously improving its activities in these fields.

It includes provisions intended for Sustainability into all documents accepted under the Integrated Management System Policy to the extent necessary for this purpose. If deemed necessary, special documents are drawn up on these matters and distributed.

### Principles

Our Company has adopted the following principles under the Sustainability Policy:

1. We agree, declare and undertake that we shall comply with any and all laws and regulations in effect as well as any and all national and international standards in all geographies and industries in which we operate.
2. We take into consideration our direct and indirect environmental and social impact throughout all our operations and whole value chain.
3. We aim at minimising resource utilisation, reducing greenhouse gas emission, preventing waste generation and making optimum use recovery in our production processes; identify any precautions necessary for the efficiency thereof; identify and materialise goals and predicate on continuous improvement approach in this process.
4. We contribute to the fight against the climate change through our new product development, R&D and awareness-enhancing activities for the reduction of our carbon footprint originated from our products.
5. We place utmost importance on compliance with the codes of conduct and high ethical standards and keep this issue under close surveillance.
6. We adopt the principle of zero tolerance to bribery and corruption and punish such actions in the most aggravated manner.
7. We place utmost importance on the fact that the working environment created at our workplace shall have respect for human rights, guarantee occupational health and safety, continuously improve social justice and labour rights and be a match for contemporary human beings. We try to create the same environment at all our work sites as well.
8. We make our best reasonable efforts to ensure equality at our Company. We display an attitude against any sort of discrimination, create opportunities for the employment of women, youth and disadvantaged groups and carry out activities for supporting employment in the industry.
9. We contribute to any activities for achieving the sustainable development goals in close communication with all our stakeholders and share any strategies and activities which we identify with a view to sustainability with the whole society under the transparency principle.
10. We consider our customers to be our reason for being and make efforts to improve our product and service quality with a view to continuous improvement in accordance with keeping customer satisfaction at the optimum level.
11. We adopt sustainable, ethical and responsible practices in our purchasing processes. We support the development of our suppliers and take action in cooperation so that they may manage their impacts on the environment and society.
12. We carry out training and competent enhancement activities in order to improve the corporate capacity and awareness within our Company. We establish cooperation with different organisations and institutions in order to support the society and implement training and development activities for improving the sectorial and social sustainability awareness.
13. We regularly review the environmental, social and management processes in order to enhance the employee awareness for the internalisation and management of sustainability within our Company, identify purposes and goals and establish regular communication with all our stakeholders.

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### **Methodology**

Ateş Çelik ensures the Sustainability Policy to be integrated in both its everyday operations and strategic and corporate planning processes. It makes all investments required for the implementation of the Sustainability Policy and particularly those intended for the protection of the environment, reduction of waste generation, provision of occupational and environmental safety and guaranteeing of structural aesthetics by observing its existing financial means. It follows any current technologies and trainings on the matter and consults with specialists if and when necessary.

### **Supervision and Inspection**

The Management or Executive Board carry out supervision and inspection on any issues falling into the scope of the Sustainability Policy.

If necessary, The Management or Executive Board may procure the services of external sources for supervision and inspection.

### **Management**

The authorised person who is primarily responsible in any issues falling into the scope of the Sustainability Policy is COO (Executive Board Member) and she is responsible for the implementation of this Policy and reporting to the Management and Executive Board. On the other hand, it is also natural that our employees and non-employee merchant aides have duties and responsibilities in the implementation of the Sustainability Policy.

### **Review**

This Policy is reviewed on annual basis by the Executive Board.