

Code of Conduct



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1. Purpose and Scope

Kemipaz A.Ş. is a company operating in Ankara with its efficiency and suitability oriented approach.

Kemipaz is considering to act with social responsibility awareness in all of its activities as one of the fundamental and unchangeable elements of its management understanding. We take the social responsibility approach and our priorities into account as the best for society and the environment. We take pioneering role in the protection of human rights and the environment.

With the Social Responsibility policy document, corporate social responsibility principles of Kemipaz A.Ş. and importance and priority of the subject are defined. Our company believes that business success should be constructed and should respect to the human and the nature..

2. Principles, Commitments and Related Applications

Kemipaz A.Ş., we aim to abide by, develop and expend the ten principles of human rights, working conditions, environment and anti-corruption as per the United Nations Global Compact. We expect our business partners and suppliers to support and recognize the United Nations Universal Declaration of Human Rights and ensure that they do not interfere with human rights violations.

2.1 Kemipaz Inc. We believe that all our employees have the right to work in a healthy and safe environment under appropriate working conditions. Our employees are our most valuable asset and our primary goal is to ensure and protect the safety of our employees. It considers providing the conditions and work environment to which all employees can work with confidence and satisfaction are among the priority issues and acts in line with the “zero accident” target in all of its activities. It observes full compliance with international principles and national laws and regulations for OHS; is committed to providing good practices beyond legal obligations.

2.2 We believe that our human resources are the most important element of sustainable growth. We ensure that the personal rights of our employees are fully and correctly exercised. We treat employees honestly and fairly, and commit ourselves to a non-discriminatory, safe and healthy work environment. We make the necessary efforts for the personal development of our employees and we respect the balance between business and private life. We do not accept

discrimination among employees within the organization due to language, race, color, gender, political thought, belief, religion, sect, age, physical disability or similar reasons.

2.3 It respects the right of employees to collective bargaining and freedom of association. It adopts the principle of preventing any situation that may hinder the use of the right of freedom of expression by the employees in the work environment. Prohibits the use of child labor in line with the principle of non-child labor laid down in the Basic Labor Principles and Rights Declaration of the International Labor Organization.

2.4 The Universal Declaration of Human Rights and the International Labor Organization (ILO) Conventions, the United Nations Global Compact, the United Nations Principles on Labor and Human Rights, and the OECD Guidelines for Multinational Companies form the basis of policy.

2.5 We expect our companies to implement best environmental solutions beyond legal obligations and to support any initiative that can help develop and disseminate environmentally friendly technologies and raise environmental awareness. As Kemipaz A.Ş., we do mind to fulfill our social and environmental responsibilities in coordination with the society; employees, public, non-governmental organizations and other stakeholders.

2.6 We manage the environmental impacts that may arise from all our activities with a sense of responsibility. Our company is obliged to determine and implement all kinds of improvement and development activities that will minimize the environmental impacts of its activities at the appropriate level in our activity field.

2.7 We strive for the development of our society within the framework of corporate social responsibility principle. We support our employees to volunteer for appropriate social and community activities with a sense of social responsibility.

2.8 We take care to develop and implement approaches to ensure that all of our business partners act in the field of social responsibility.

2.9 We are sensitive to the culture and traditions of the countries where we operate as well as Turkey and act in accordance with all legal regulations. Kemipaz A.Ş. expects the employees working in the same direction to show sensitivity in this regard.

2.10 We do care to certify our practices in order to comply with international standards.

2.11 In principle, all employees are prohibited from engaging in relationships with customers, suppliers, etc.. which may create the impression of material interest, including offering and accepting gifts, offering invitations, entertainment acts, etc...

2.12 For any purpose, it is one of the most important principles of our company to provide unfair profit from individuals and organizations in any way, not to take or give bribes, and to prevent such actions from being performed and to comply with anti-corruption rules.

2.13 KEMIPAZ ETHICS CODE OF CONDUCT was adopted by the Board of Directors of 25 November 2019 and entered into force.

All of our executives, especially our General Manager, are responsible for corporate social responsibility practices throughout our company.

This policy document is prepared in order to share the commitment of Kemipaz A.Ş.'s responsibilities for a better future with with all our employees and all other stakeholders.