

	KILIC DENİZ CODE OF CONDUCT FOR SUPPLIERS	Doküman Kodu	04.KS.PO.07
		Revizyon Tarih	11.07.2025
		Revizyon No	1
		Sayfa No	1 / 4

Purpose

Compliance with the code of conduct is an expectation of doing business with Kılıç Deniz. It defines the minimum standards that our suppliers and their sub-suppliers to respect and comply with.

Codes to be Complied with;

Legal Compliance with Relevant Labor Laws:

Our suppliers will rules act in accordance with the by adhering to the laws and regulations in force in their own countries.

Forced, Bonded or Compulsory Labour:

Our suppliers will undertake that the working is no forced and that there will be no contractual or debiting employment.

Protection of Children and Young Workers:

Our suppliers will not allow child labor. The working conditions of young workers will be within the by law.

Discrimination:

Our suppliers will prevent all forms of discrimination with a commitment to ensuring equal working conditions for all their employees. In this context, it will ensure that its employees are not exposed to discrimination based on their characteristics such as gender, race, religion, language, age, sexual orientation, and disability.

Safe and Healthy Working Environment:

Our suppliers will comply with local laws, regulations and requirements related to occupational health and safety. It will identify the risks related to occupational health and safety hazards that may arise from its activities and take the necessary precautions regarding these risks.

Our suppliers will organize trainings and provide the necessary protective equipment against safety risks in order to ensure that all their employees are aware of their individual responsibilities regarding occupational health and safety.

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
Sürdürülebilirlik Uzmanı	Kalite Sistemleri ve Sürdürülebilirlik Grup Müdürü	Yem Fabrikaları Direktörü

	KILIC DENİZ CODE OF CONDUCT FOR SUPPLIERS	Doküman Kodu	04.KS.PO.07
		Revizyon Tarih	11.07.2025
		Revizyon No	1
		Sayfa No	2 / 4

Freedom to Associate and Collective Bargaining:

Our suppliers will respect their employees' rights to be represented by worker representative and their right to join a trade union. In addition, the opinions of workers' representatives and social compliance committees will be evaluated by management. All workers will be given the opportunity to defend their professional benefits, including the right to collective bargaining.

Contracts Workers in a Transparent Manner:

Our suppliers will ensure transparency to all their employees about all kinds of processes and documentation related to the calculation of advances, loans, working hours, wages and wage deductions. It will share copies of these with its employees.

Legal Wages:

Our suppliers will be based on how much they can cover their living expenses as the minimum wage of their employees. It will ensure that there is a fair living wage, there is no wage under the minimum wage, overtime wages are paid by law and insurances are reported.

Working Hours:

Our suppliers will comply with applicable laws and regulations in terms of working hours and overtime work due to efficient working and respect for human rights. It will clearly declare the working and break hours.

Disciplinary Practices:

Our suppliers will have transparent disciplinary procedures and respect their employees by applying these procedures in a objective manner. Will be no deductions from wages or benefits for the purpose of disciplinary action.

Worker Grievance Mechanisms:

Our suppliers will have a grievance mechanism in place where their employees can anonymously express their concerns. This mechanism will ensure that employees' complaints are received through methods such as suggestion and complaint boxes, workers' representatives and notification lines. In addition, all employee complaints will be evaluated and resolved.

Decent Accommodation:

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
Sürdürülebilirlik Uzmanı	Kalite Sistemleri ve Sürdürülebilirlik Grup Müdürü	Yem Fabrikaları Direktörü

	KILIC DENİZ CODE OF CONDUCT FOR SUPPLIERS	Doküman Kodu	04.KS.PO.07
		Revizyon Tarih	11.07.2025
		Revizyon No	1
		Sayfa No	3 / 4

If our suppliers provide accommodation for their employees when their workplaces are remote or workers are unable to commute between shifts due to logistical difficulties, these accommodations will be safe, proper and hygienic.

Community Engagement:

Our suppliers will consider the suggestions and complaints of the community, including the vulnerable groups in the regions where they operate, through interactions such as stakeholder meetings, notification lines, etc., and take the necessary actions with these complaints and suggestions.

Indigenous People:

Our suppliers will conduct their operations in a way that does not affect the living conditions of indigenous peoples and tribes in their areas of operation and respect their way of life. It will consider the complaint of indigenous peoples and tribes and will employ them in a way that contributes to their development.

Legal Compliance with Relevant Environmental Laws:

Our suppliers will ensure that all their activities are conducted according to environmental requirements, laws and regulations. Employees will be informed about legal requirements on environmental issues.

Water Use:

Our suppliers will categorize the water resources they use and take initiatives to ensure water efficiency.

Waste Management:

Our suppliers will separate their waste according to their types and determine the disposal methods. Safe storage of waste will be ensured.

Effluent Management:

Our suppliers will determine the wastewater treatment and discharge methods in accordance with legal regulations.

Energy Consumption:

Our suppliers will do studies for energy efficiency by calculating their energy consumption.

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
Sürdürülebilirlik Uzmanı	Kalite Sistemleri ve Sürdürülebilirlik Grup Müdürü	Yem Fabrikaları Direktörü

	KILIC DENİZ CODE OF CONDUCT FOR SUPPLIERS	Doküman Kodu	04.KS.PO.07
		Revizyon Tarih	11.07.2025
		Revizyon No	1
		Sayfa No	4 / 4

Deforestation:

Activities that will cause deforestation will not be carried out.

Protected Areas:

No direct or indirect supply from protected areas will be provided.

Hazardous Material:

Chemicals and hazardous materials will be managed in a way that does not harm the environment.

Biodiversity:

Care will be taken to protect biodiversity and natural life.

Transparency:

Practices will be carried out with transparency and should be able to be documented when necessary.

Important Note:

Purchases from component manufacturers that do not comply with our supplier code of conduct may be suspended. If there are any changes in your processes related to the committed code of conduct, you must inform us. Our component manufacturers should also communicate their own code of conduct, prepared with a similar intention, to their suppliers.

Place and Date:**Name of Supplier:****Name Surname:****Title:****Signature:**

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
Sürdürülebilirlik Uzmanı	Kalite Sistemleri ve Sürdürülebilirlik Grup Müdürü	Yem Fabrikaları Direktörü