

BAGEN YEDEK PARÇA OTOMOTİV MAKİNA SAN. VE TİC. A.Ş.

CORPORATE SOCIAL RESPONSIBILITY POLICY

As Bagen Yedek Parça Otomotiv, we are sensitive to the traditions and cultures of our country and other countries, human rights, equality and justice principles. We are against forced labor and human trafficking.

We do not accept discrimination in language, race, color, sex, political thought, belief, religion, sect, age, physical disability, ethnic or social origin and similar reasons within our company.

We believe that all of our employees have the right to work in a healthy and safe environment in accordance with human dignity.

We ensure that our employees' personal rights are fully and accurately used. Child labor is not employed in our company.

Employees' wages and benefits, working hours are guaranteed in accordance with the law. The regular working hours per week is 45 hours, not exceeding 60 hours including overtime. Our company does not perform forced labor.

Modern day slavery, including forced, bonded or compulsory labor and human trafficking is strictly prohibited.

We treat employees honestly and fairly, and commit to a non-discriminatory, safe and healthy working environment.

We act in accordance with ethical values in recruitment and placement, we do not implement discrimination.

We respect women's rights, implement gender equality in every field, and support the strengthening of women's place in business life.

Our employees can communicate with their senior management without prejudice to any negative consequences on their working conditions. Our employees have the right to freedom of association and collective bargaining in accordance with the law.

In our company which has ISO 14001 Environmental Management System, we manage the environmental impacts that may occur as a result of our activities with responsibility.

We implement and support activities to protect the environment, biodiversity, ecosystems, soil, forest and water resources. Our company provides support within and outside the company for all kinds of activities that will help the development and dissemination of environmentally friendly technologies and increase environmental awareness.

It is against the ethical rules of Bagen Yedek Parça Otomotiv to obtain unfair gains from individuals and organizations, to take bribes and to give bribes for whatever purpose.

All employees are obliged to comply with Bagen Yedek Parça Otomotiv 's ethical rules in their activities.

**Chairman of the Board
Bahattin KIRBOĞA**