



BUSINESS ETHICS POLICY

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Release Date:	09.04.2003
Revision No:	04
Revision Date:	16.08.2024

BUSINESS ETHICS POLICY

Purpose

Our company is committed to eliminating bribery and corruption. All employees and individuals associated with the company must comply with this policy and avoid bribery in any form.

This policy is not restrictive; all company business must be evaluated within the framework of this policy.

Human Rights

Our company strongly opposes slavery in any form; cruelty, inhuman or degrading punishment; and control or restriction of thought, conscience, or religious belief.

All employees, agents, or contractors shall protect their rights as defined in the International Bill of Human Rights and the 1998 Human Rights Act.

Our company will not work with any person, company, or organization that does not uphold the human rights of its employees.

Employee Rights

Our company commits to complying with all labor laws and regulations. The company treats these regulations not as standards, but as minimum requirements.

No worker shall be discriminated against on the basis of age, gender, race, sexual orientation, religion, belief, gender reassignment, marital status, or pregnancy. All workers shall be treated equally. Employees with the same experience and qualifications shall earn the same pay.

No employee shall be prevented from forming or joining a labor union or association; no employee shall suffer any disadvantage for joining or not joining.

Employees must be aware of the terms and conditions of their employment from the outset. In particular, they must know their salary, when and how it will be paid, their working hours, and the legal limits and overtime provisions that exist for their protection. Employees will also



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use the minimum amount of leave specified by law, such as annual leave, sick leave, and maternity/paternity leave.

The company does not tolerate physical punishment, harassment, or bullying in any form.

Environmental Issues

Işıklar Construction Materials Inc. is committed to minimizing the environmental impact of its activities and has a policy in place to achieve this goal. A copy of this policy can be found on our website.

As an absolute minimum, our company will comply with the legal regulations of wherever it operates.

Conflict of Interest

Our company views the trust of everyone it interacts with, including customers, suppliers, and employees, as the foundation of its success. Conflicts of interest can damage the company's relationships with its partners.

To strengthen and protect these relationships, our company has developed a Corporate Hospitality and Gift Policy. The purpose of this policy, which sets out rules and guidelines regarding the conduct of employees and officers, is to minimize the possibility of conflicts of interest and avoid risks associated with corruption and bribery.

All officers, employees, and representatives are obligated to act lawfully and honestly.

Information and Confidentiality

Information obtained by employees, contractors, or agents shall not be used for any personal gain and shall not be disclosed for any purpose other than that for which it was provided.

The Company undertakes to comply with the Information Protection Act at all times.



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Shareholders and Investors

The Company, together with its officers, employees, and representatives, is committed to avoiding behavior that would negligently, knowingly, or carelessly mislead investors, shareholders, or creditors.

Suppliers and Partners

The company expects all partners and suppliers to uphold the same ethical and moral standards.

Our company will review the ethical records of potential suppliers prior to entering into an agreement. Furthermore, Işıklar reserves the right to request information regarding the production or source of the supplied products.

The company reserves the right to withdraw from any agreement with a supplier or partner found to have acted outside of our Ethics Policy.

Bribery or Corruption

The company is strictly opposed to bribery in any form, in accordance with the Bribery Act. Employees or other persons associated with the company may not accept any payment or bribe in any form.

All employees are encouraged to report any suspicious incidents to the company.

If any employee or related person has doubts about receiving or giving gifts, they can refer to the relevant policy on our website.

If an employee or related person is found guilty of accepting or giving bribes, they will be subject to legal liability and may be subject to disciplinary action.

Anyone proven guilty of bribery will be liable for losses, court fees, or expenses.

GENERAL MANAGER