

SUPPLIER CODE OF CONDUCT COMMITMENT

Within the scope of all services we provide directly to Batıçım Batı Anadolu Çimento Sanayii A.Ş. and/or through its directly and/or indirectly controlled subsidiaries ("**Batı Anadolu Group of Companies**") or for the Batı Anadolu Group of Companies;

- 1- Comply fully and completely with all applicable laws and other legal regulations in force, including but not limited to the Turkish Commercial Code No. 6102, the Law on the Protection of Competition No. 4054, and the Personal Data Protection Law No. 6698,
- 2- Fulfill all obligations prescribed under the Occupational Health and Safety Law No. 6331, relevant secondary legislation, and other official regulations in order to prevent occupational accidents to the maximum extent possible and to provide a safe working environment, and at the same time, ensure that our employees fully and properly exercise all of their rights within the scope of the Social Insurance and General Health Insurance Law No. 5510,
- 3- Respect the fundamental human rights of employees,
- 4- Prohibit and eliminate all forms of forced labor,
- 5- Ensure that child labor is prohibited and not employed, and guarantee that young workers (aged 15-18) are not made to work at night,
- 6- Prohibit and prevent any form of discrimination (due to reasons such as race, belief, nationality, religion, age, physical or mental disability, gender, marital status, sexual orientation, trade union membership, or political opinion),
- 7- Prohibit and prevent inhumane treatment (including physical punishment; sexual, racial, verbal, or any other form of harassment; abuse of authority, or threats),
- 8- Ensure that working conditions are safe and hygienic,
- 9- Pay employees' wages in a timely manner,
- 10- Comply with statutory working hours,
- 11- Provide regular employment,
- 12- Ensure that production is traceable (no work may be transferred to subcontractors without obtaining prior approval, and even if transferred with permission, our liability shall continue),
- 13- Act in accordance with environmental legislation, obtain all necessary authorizations, permits, certificates, and other documents, comply with the standards and requirements of applicable local and international laws and regulations, and take necessary measures to reduce and mitigate/compensate environmental impacts,
- 14- Observe the principles of confidentiality, recognizing that all kinds of information and documents belonging to the Batı Anadolu Group of Companies that we obtain or become aware of within the framework of our commercial relationship with the Batı Anadolu Group of Companies are confidential and shall not be shared with anyone unless authorized in writing,
- 15- Ensure that all employees, agents, representatives, subcontractors, and other parties with whom a business relationship is or will be established in connection with the business of the Batı Anadolu Group of Companies comply with the ethical and compliance standards of the Batı Anadolu Group of Companies and the requirements of the Batı Anadolu Group of Companies Sustainable Supply and Responsible Purchasing Policy,

- 16- Maintain a zero-tolerance policy against bribery, which prohibits all forms of corruption, bribery, facilitation payments, unlawful commissions, and embezzlement; strictly prohibit the promising, offering, authorizing, giving, or accepting of anything of value, directly or indirectly through a third party, to direct business to any person or to otherwise obtain an improper advantage, and guarantee that neither we nor our associated parties shall act in violation of these prohibitions,
- 17- Acknowledge that the quality of work and its compliance with the rules may be audited by employees of the Batı Anadolu Group of Companies or by competent third parties designated by the Batı Anadolu Group of Companies, and correct any non-conformities requiring correction or make necessary changes in the content and scope requested by the Batı Anadolu Group of Companies as a result of such audits,
- 18- Comply with all rules prescribed under this Undertaking or otherwise notified to us, agreeing that in the event of a breach, the Batı Anadolu Group of Companies reserves the right to immediately and unilaterally terminate any legal relationship for just cause, without any compensation liability whatsoever,
- 19- Compensate immediately, in cash and in a single lump sum upon first demand, without the need for any court decision to this effect, any and all direct and/or indirect damages incurred by the Batı Anadolu Group of Companies due to our violation of the rules prescribed under this Undertaking or otherwise notified to us,

We hereby irrevocably accept, declare, and undertake all matters stated above.

The Supplier's obligations defined under this undertaking shall continue throughout its commercial relationship with the Batı Anadolu Group of Companies. Commitments regarding confidentiality and the privacy of personal data shall remain in force indefinitely.

Supplier Authorized Representative:

Stamp/Signature:

Date: