

## SUPPLY CHAIN POLICY

### Purpose and Scope

At Tegnatia Enerji Üretim San. ve Tic. A.Ş., our suppliers' compliance with nationally and internationally recognized environmental, social and ethical standards is important to us. Our relationships with suppliers and the purchasing process are defined in our Integrated Management System in line with those standards.

We keep our suppliers informed of our policies and procedures and ensure that our suppliers also take sustainability criteria into consideration in order to reduce sustainability risks in our business fields. Regarding purchasing and supplier selection processes, we prefer suppliers that give importance to sustainability issues and manage their environmental and social impacts.

This policy applies to all supply processes, inspection of supplied products and evaluation of suppliers with respect to procurement of materials, equipment, services, maintenance & repair and construction work by Tegnatia Enerji.

### Our Expectations from Suppliers

- Our suppliers must not employ young workers below minimum working age under International Labor Organization (ILO) Conventions No. 138 in any manner.
- They must not engage forced and compulsory labor. All employees must be assured of this.
- They must not tolerate bonded labor.
- They must not engage in discrimination on the basis of gender, age, religion, race, sect etc. reasons with respect to hiring, remuneration, training, promotion and retirement decisions.
- Employees must be paid at least minimum wage.
- All benefits must conform to the applicable laws and regulations.
- Employee wages must be paid regularly and in a timely manner.
- Physical abuse, sexual, verbal or physical harassment must not be tolerated in any manner at the working place.
- They must act fairly line with fundamental ethical and human values in all business relationships.
- Employees must benefit from suitable holidays and days off in line with the applicable laws and regulations and working hours must be compatible with the regulations.
- They must respect the workers' right to join, become a member to and represent trade unions as provided in the local laws.
- Employees must be provided with a healthy, hygienic and safe working environment.
- They must take necessary measures to prevent occupational accidents and diseases and provide occupational health and safety training to employees on a regular basis.
- All applicable environmental laws, regulations and legislations must be upheld.
- They must not exchange gifts to facilitate business and tolerate any form of bribery and corruption.
- They must obstruct procurement of personal benefits in purchasing processes.
- They must not make any attempt to prevent or restrict competition.

- Intellectual property rights of stakeholders must be protected.

### **Enforcement and Effectiveness**

This policy is issued on 26.03.2024 upon the approval of the Board Member. It shall be regularly reviewed every year and updated whenever any revision is deemed necessary. The latest versions of our policies are e-mailed to all employees and published on our corporate website for the relevant stakeholders.