

# Supplier Code of Conduct

Soysal International İç ve Dış Ticaret Limited Şirketi

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|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Version        | 1.0 (October 2026)                                                                                                                                              |
| Approved by    | Emrullah Soysal, CEO                                                                                                                                            |
| Effective date | 5 October 2026                                                                                                                                                  |
| Applies to     | All suppliers, manufacturers, subcontractors, logistics providers, agents and labour providers that work with Soysal International, and their own supply chains |

Soysal International buys from manufacturers and service providers and sells to customers who hold us — and our suppliers — to high standards. Accepting this Code is a **condition of becoming and staying a Soysal International supplier**. We expect suppliers to apply the same standards to their own suppliers.

## 1. Legal compliance and business integrity

1. Comply with all applicable laws, including labour, health and safety, environmental, customs, export control, sanctions, tax, competition and data protection laws.
2. **No bribery or corruption.** No bribes, kickbacks, facilitation payments or improper gifts to anyone, including our employees, our customers or public officials. Suppliers must follow the standards in our Anti-Bribery and Anti-Corruption Policy (02).
3. Accurate documents: certificates of origin, test reports, mill certificates, declarations of conformity and invoices must be genuine and correct.
4. Disclose any conflict of interest with Soysal International employees.
5. Respect confidential information and personal data, and protect it against cyber threats.

## 2. Human rights and labour

1. No forced, bonded, prison or trafficked labour; no retention of identity documents; no recruitment fees charged to workers.
2. No child labour: no workers under 15 (or the higher legal minimum age), and no workers under 18 in hazardous work.
3. Wages at least at the legal minimum, paid on time; working hours and overtime within legal limits; overtime voluntary and paid at the legal premium.
4. Written contracts in a language the worker understands; verification of age and right to work before employment.
5. No discrimination, harassment or abusive treatment.
6. Respect freedom of association and collective bargaining.
7. A safe and healthy workplace, including fire safety, appropriate PPE, safe machinery and emergency procedures.
8. A grievance channel for workers, without retaliation.

### 3. Environment

1. Hold and comply with required environmental permits, for example for emissions, wastewater, waste and quarry operations.
2. Prevent pollution and spills; store and handle chemicals safely; provide Safety Data Sheets.
3. Reduce energy, water, waste and packaging, and measure them where practicable.
4. Declare substances on the REACH SVHC Candidate List (> 0.1 % w/w) and REACH Annex XIV when goods are destined for the EU/EEA, and comply with KKDİK in Türkiye.
5. Provide conflict minerals (3TG) information on request (CMRT).
6. Supply timber and natural stone of legal origin only.
7. Share product environmental data (EPD, carbon footprint) where available.

### 4. Sustainable procurement in your own supply chain

Suppliers must pass these requirements on to their own suppliers and subcontractors and take reasonable steps to check compliance.

### 5. Monitoring, audit and improvement

1. Suppliers complete the Soysal International **supplier onboarding questionnaire** and provide supporting documents on request.
2. Soysal International, or a third party appointed by us or our customer, may **assess or audit** a supplier, with reasonable notice, including site visits and worker interviews.
3. Where gaps are found, the supplier agrees a **corrective action plan** with deadlines. We will support suppliers that are committed to improving.
4. Serious breaches — forced or child labour, bribery, falsified documents, or serious safety or environmental violations — may lead to **immediate suspension or termination**.

### 6. Reporting concerns

Report any concern, including about Soysal International employees, to [ethics@soysalinternational.com](mailto:ethics@soysalinternational.com). Reports can be anonymous. We do not tolerate retaliation against anyone who reports in good faith.

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#### Supplier acknowledgement

We have read and accept the Soysal International Supplier Code of Conduct and will apply it in our operations and supply chain.

Company: \_\_\_\_\_ Name / title: \_\_\_\_\_

Date: \_\_\_\_\_ Signature and stamp: \_\_\_\_\_