

Speak-Up (Whistleblowing) Procedure

Soysal International İç ve Dış Ticaret Limited Şirketi

Version	1.0 (October 2026)
Approved by	Emrullah Soysal, CEO
Effective date	5 October 2026
Review	Annually
Open to	Employees, former employees, job applicants, suppliers and their workers, customers, agents and anyone else

1. What can be reported

Any genuine concern about wrongdoing connected with Soysal International or its supply chain, for example:

- bribery, corruption, fraud or falsified documents;
- breaches of sanctions or export controls;
- forced labour, child labour, human trafficking or other human rights abuses;
- discrimination, harassment, bullying, intimidation or abusive behaviour;
- health and safety dangers;
- environmental damage;
- data breaches or misuse of personal data;
- retaliation against someone who has spoken up.

2. How to report

Channel	Details
Email (confidential)	ethics@soysalinternational.com — read only by the CEO. Reports can be sent from any personal or anonymous email address.
In person or by phone	To the CEO
If the concern involves the CEO	To the company's external accountant or legal adviser (contact on request), or directly to the competent authorities

Reports can be **anonymous**. Please give enough detail for us to investigate, such as what happened, when, where and who was involved, and attach any evidence you have.

3. What happens next

1. We acknowledge the report within **7 days** (if a reply address is available).
2. The CEO, or the alternative recipient where the CEO is involved, assesses the report and investigates it confidentially. External help is used where needed.

3. We tell the reporter the outcome within **3 months**, as far as confidentiality and law allow.
4. Where wrongdoing is confirmed, we take corrective action. This may include disciplinary measures, terminating a supplier, remediation for affected workers and reporting to the authorities.
5. Every report and its outcome is recorded in a confidential **case log**. Only anonymised statistics are shared in the annual review.

4. Protection

- The reporter's identity is kept confidential and shared only with their consent or where the law requires.
- **No retaliation:** nobody will be dismissed, demoted, harassed or disadvantaged, and no supplier will lose business, for reporting a concern in good faith, even if it turns out to be unfounded. Retaliation is a disciplinary offence.
- Deliberately false and malicious reports are not protected.

5. Awareness

This procedure is:

- explained in the annual ethics and compliance training;
- referenced in the Supplier Code of Conduct;
- published on soysalinternational.com.

Approved by Emrullah Soysal, Chief Executive Officer, on 5 October 2026. A signed copy is held by the Company.