

Supply Chain Policy

1. Objective and Scope

We, as Fiba Yenilenebilir Enerji Holding A.S., consider ensuring the compliance of our suppliers, whom we recognize as important business partners in all our companies, with the internationally accepted environmental, social and ethical standards and principles as a primary responsibility. We ensure the definition of the methods for the placement of purchase orders required by our company, our affiliated companies and the relevant units, the confirmation step, the actual purchase and procurement and the assessment of suppliers.

We attach importance to consideration of our suppliers for sustainability criteria across our supply chain. We aim at informing our suppliers about our policies, procedures and expectations, and contributing to the mitigation of sustainability risks in our fields of activity by integrating such criteria into our supplier selection processes.

This policy is applicable for Fiba Yenilenebilir Enerji Holding A.S. and the affiliated companies thereof. This policy is applicable for all supply processes that are to be conducted in relation to the materials, equipment, services, maintenance and repair, consultancy, construction and furnishings and fittings, procured as a part of the investments of Fiba Yenilenebilir Enerji, the inspection of the goods supplied, the assessment of the suppliers, all other activities pertaining to the foregoing.

2. Our Expectations as Fiba Yenilenebilir Enerji Holding A.S. from Suppliers

No Child Labor and Forced Labor

- Children should not be employed under any circumstances. According to Article 138 of the International Labor Organization Convention; the minimum age of working has been determined as 15, and for certain developing countries, as 14. Any individual, who is younger than the mentioned minimum age, is considered child worker.
- No person should be employed by way of forced labor. All employees should be provided with social security.

- Compensation of debts by means of labour force is not permitted.

Anti-Discrimination

- Discrimination related to gender, age, religion, race, sect or any other basis during recruitment, compensation, training, promotion and retirement must not be tolerated.

Protection of Human Rights

- Employees must be paid compensation that is not less than the minimum wage.
- All fringe benefits must be in compliance with the applicable laws and regulations, and all payments must be made on a regular and timely basis.
- No form of physical abuse or any sexual, verbal or physical harassment should be accepted in the working environment.
- Equitable conducts should be adopted in all business relations in compliance with fundamental ethical and humanitarian values
- It must be ensured that employees are provided with the holidays and leaves in accordance with the applicable laws and regulations, and that the working hours are in compliance with the regulations.
- The rights of the employees to join and become members of the labor unions, to be represented and to participate in labor councils, which are determined by local laws, must be respected.

Ensuring Occupational Health and Safety

- Employees must be provided with a healthy, hygienic and safe working environment.
- Necessary precautions must be taken to prevent occupational accidents and occupational diseases, and the employees must be provided with occupational health and safety trainings on a regular basis in order to create awareness.
- All applicable laws and regulations regarding the environment (including the ones related to air emissions, wastes, waste water and chemicals) must be observed.

Compliance with Ethical Rules

- Gifts must not be given and received for business facilitation purposes, and no form of bribery and corruption should be permitted and tolerated.
- Employees should not have any personal interest in purchasing (procurement) processes, or employees should not be at such positions, where their personal interests may be involved.
- Attempts devoted to the disruption, preclusion or restriction of competition should be prevented.
- The intellectual property rights of the shareholders must be protected.

3. Enforcement

This policy is hereby issued upon approval of General Director on 10/12/2021. This policy is reviewed regularly on an annual basis, and updated when revisions are required. The up-to-date version hereof is announced to all employees via QDMS, and published on our corporate website for the information of all related stakeholders.