Fiba Yenilenebilir Enerji

Supply Chain Policy

1. Purpose and Scope

As Fiba Yenilenebilir Enerji Holding A.Ş., we consider the compliance of our suppliers, whom we see as our important business partners in all our companies, with internationally accepted environmental, social and ethical standards and principles among our main responsibilities. We ensure that the procurement requests required by our company, our affiliated group companies and related units are forwarded, approved stage, purchasing, met and the supplier evaluation method is defined.

We care that our suppliers take sustainability criteria into account in our supply chain. We aim to inform our suppliers about our policies, procedures and expectations and to contribute to reducing sustainability risks in the areas in which we operate by integrating these criteria into our supplier selection processes. We expect all our suppliers to commit to compliance and audit with our policies, procedures and expectations that we have determined in their own activities and sub-supply chain activities.

This policy covers Fiba Yenilenebilir Enerji Holding A.Ş. and its affiliated group companies. It covers all other activities within the scope of Fiba Yenilenebilir Enerji investments, including materials, equipment, services, maintenance and repair, consultancy, construction work, all procurement processes to be carried out regarding fixtures, control of the supplied products, evaluation of suppliers and sub-supply chain activities related to these areas.

2. As Fiba Yenilenebilir Enerji Holding A.Ş., Our Expectations From Our Suppliers

The Principle of Non-Child Labor and Forced Labor

- Within the scope of the International Labor Organization Convention No. 182, child labor should not be employed under any circumstances. Under the International Labor Organization Convention No. 138, the minimum working age is set at 15, and for some developing countries at 14. Employees under the minimum age are included in the definition of child labor.
- Within the scope of the International Labor Organization Conventions 29 and 105, workers should not be forced and compulsorily employed. All employees must have security.
- It is not possible to pay debts with labor.

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Prevention of Discrimination

- Under the International Labour Organization Conventions 100 and 111, discrimination based on gender, age, religion, race, sect or any other reason should not be tolerated in practices related to recruitment, remuneration, training, promotion and retirement.

Protection of Human Rights

- Employees should be paid at least in accordance with the minimum wage.
- All fringe benefits must comply with laws and regulations, and payments must be made regularly and on time.
- Physical abuse, sexual, verbal or physical harassment in the workplace should not be accepted in any way.
- All business relations should be treated fairly in accordance with basic moral and human value judgments.
- It should be ensured that employees are provided with holidays and leave days in accordance with laws and regulations and that their working hours are in accordance with the regulations.
- The rights to join, to be a member, to be represented and to participate in workers' councils, as determined by local law, must be respected.

Ensuring Occupational Health and Safety and Protection of the Environment

- Employees should be provided with a healthy, hygienic and safe work environment.
- Necessary precautions should be taken to prevent occupational accidents and diseases, and employees should be given regular occupational health and safety trainings to raise awareness.
- All applicable laws, regulations and legislation related to the environment (including all laws regarding air emissions, waste, wastewater, chemicals) must be complied with.

Compliance with the Code of Ethics

- Gifts should not be given or received for the purpose of facilitating business, and bribery and corruption in any form should not be allowed or tolerated.
- Employees should not have a personal interest in the purchasing processes or employees should not be in positions where they may have personal interests.
- Attempts to distort, prevent or limit competition should not be made.
- Shareholders' intellectual property rights must be protected.

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3. Implementation and Enforcement

This policy was first published on 10/12/2021 and updated on 25.01.2024 with the approval of the General Manager. It is regularly reviewed every year, and necessary updates are made if revisions are required. The current version is announced to all personnel via QDMS and published on the corporate website for all relevant stakeholders.

Koray KIYMAZ

General Manager

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