

# **YAŞAR GROUP**

## **CODE OF BUSINESS ETHICS**

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Yaşar Group Code of Business Ethics can be summarized under 9 headings:

#### **1.WE WORK WITH INTERNAL AND EXTERNAL STAKEHOLDERS IN A HEALTHY, SAFE AND PROFESSIONAL WORK ENVIRONMENT.**

Stakeholders; it refers to all social parties that are directly related to the Yaşar Group, affected by its activities and affect our Group with their activities.

Yaşar Group takes all necessary steps to create a healthy, safe and professional working environment.

In the professional business setting, our Company does not tolerate verbal or physical abuse or insults among employees, and does not discriminate on the basis of age, nationality, race, gender, ethnicity, religion, belief, language, sexual orientation, marital status or political opinion.

Child labor is not allowed. The regulations regarding the working age determined in the Labor Law are complied with.

We are always sensitive and honest towards customers and consumers.

Suppliers are treated fairly and respectfully due care is taken to fulfill their obligations.

We establish an open and transparent communication with the media, and we stand at an equal distance from media organizations.

#### **2. WE ENSURE THE PROTECTION OF PERSONAL DATA, AND OPERATE THE PROCESSES IN ACCORDANCE WITH CONFIDENTIALITY AND LEGAL REGULATIONS.**

Yaşar Group Companies undertake to comply with the Law on the Protection of Personal Data.

Employees' personal data with a complete understanding of confidentiality; It operates in accordance with the law and honesty rules, accurately and up-to-date, within the scope of the purpose of the business relationship and to the extent necessary.

Information security is ensured in physical and virtual environments so that corporate data is not captured by unauthorized persons (Confidentiality), not changed by unauthorized persons (Integrity), and is accessible and usable by relevant or authorized persons (Accessibility).

#### **3. WE USE COMPANY RESOURCES EFFICIENTLY**

Time is a major resource. Therefore, employees must take care to use their own and colleagues' time efficiently to be successful.

Company resources must not be used beyond acceptable limits for personal purposes.

We act prudently in using the company's resources efficiently while fulfilling its duties

Yaşar Group is an exemplary organization for the society with its sustainability practices. With the understanding of sustainability, natural resources are protected in all areas of life and waste is avoided.

**4. WE AVOID ANY CONFLICT OF INTEREST, WE DO NOT USE COMPANY INFORMATION TO PROVIDE BENEFIT.**

Yaşar Group expects its employees not to use their duties and positions, company resources and information in a way that will gain personal benefit.

Emphasis is placed on trust, honesty and open communication.

The general principle is not to enter into any business relationship with the relatives of the employees or the team of their relatives.

Private investments and partnerships made by the employees themselves and their relatives do not have any impact on company decisions, and they act objectively while making decisions.

It is avoided to provide personal benefit by using the name of the company. The interests of the company are taken into consideration in all works.

It is avoided to enter into a business relationship outside the company with current and potential competitors, customers and suppliers.

Gifts or benefits that will affect impartiality, decisions and behaviors are not accepted from various persons and organizations that are related to business.

We take care to ensure that the information of both the group company and its business partners is not shared with third parties and is protected.

**5. WE PAY UTMOST ATTENTION FOR THE CORRECT PREPARATION OF COMPANY INFORMATION, ASSETS AND RECORDS, AND WE PROTECT THEM WITHIN THE PRINCIPLE OF CONFIDENTIALITY.**

It is essential that company records, especially financial records, are accurate and regular, and shareholders are informed about the status and financial results of companies in accordance with current legislation and accounting rules.

In principle, a simultaneous disclosure is made to the entire public.

**6. WE ABIDE BY COMPETITIVE RULES STIPULATED BY THE LAWS AND COMPETE WITH THE RIVALS IN A MANNER THAT WILL NOT DISTORT THE MARKET CONDITIONS**

Yaşar Group companies always act sensitively and honestly towards their customers and consumers.

Yaşar Group is sensitive about not making advertisements that contain misleading information and are based on exploitation.

We respect social, political and cultural values by not discriminating against gender, religion, language, race, age, marital status, disability, social and economic status in our advertisements.

## **7. WE ARE EXEMPLARY FOR THE COMMUNITY BY TAKING AGAINST BRIBERY AND CORRUPTION.**

Yaşar Group Companies and their employees comply with laws and regulations prohibiting corruption and bribery.

Employees know that taking, giving or offering bribes and/or kickbacks is an unacceptable behavior under any circumstances, this rule is applied in all places of operation.

All of our stakeholders acting on behalf of the company are also expected to take a stance against bribery and corruption. Therefore, collaborators are carefully selected and monitored.

## **8. WE REALIZE ALL OF OUR ACTIVITIES WITH A SUSTAINABILITY AWARENESS, WITH RESPECT TO THE SOCIAL BENEFIT.**

“Corporate Social Responsibility” is a part of Yaşar Group culture.

The values of Yaşar Group include producing with an approach that values the environment and nature, contributing to creating a better future in environmental and economic terms, and contributing to the development of society through corporate social responsibility activities.

## **9. WE ESPOUSE A LIFESTYLE THAT WILL NOT GIVE RISE TO ANY NEGATIVE OPINIONS ABOUT THE COMPANY AND NOT CONTRADICT WITH THE RULES OF THE SOCIETY WE LIVE IN.**