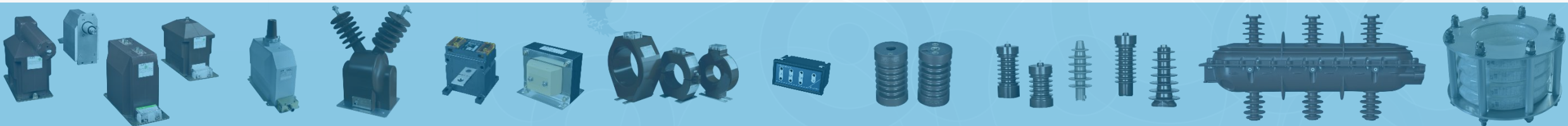




SUPPLIER CODE OF CONDUCT

ALCE offers the most advanced honesty and sustainability in all its services and follows this way of working in the ALCE Code of Conduct.

As ALCE, zero tolerance is shown for unethical behaviors such as forced labor and corruption.
As ALCE, we expect all our working partners to comply with the ALCE working principles at the same level.



ALCE ELEKTRİK

- ALCE offers the highest level of integrity and sustainability in all its services and declares this way of working in the ALCE Code of Conduct Principles. As we ALCE, zero tolerance is shown for unethical behaviors such as forced labor and corruption, We also expect same behavior from all of our working partners to comply with the ALCE working principles at the same level.
- As an ALCE supplier, you are required to comply with the Supplier Code of Conduct and National and International laws and regulations in accordance with the agreements we have with you.
- Alce Supplier Code of Conduct covers the operating principles in all the services you provide to us. For more detailed matters,
- Hazardous waste
- Dangerous materials,

If you have questions about the use of prohibited minerals or request additional information, please contact us.

SUPPLIER CODE OF CONDUCT

1. Human rights
2. Fair Work
3. Occupational Health and Safety,
Environment
4. Usage of Prohibited Materials
5. Business Ethics
6. Security
7. Supplier Purchases
8. Audits
9. Controls for the Continuation of Our
Cooperation



SUPPLIER CODE OF CONDUCT

HUMAN RIGHTS

Responsibilities on your operations as an ALCE supplier:

- Not to force any individual to work, Not to allow sexual discrimination and abusive, coercive, abusive or exploitative behaviors, physical contact.
- To respect the human dignity, privacy and natural rights of each person,

01



HUMAN RIGHTS

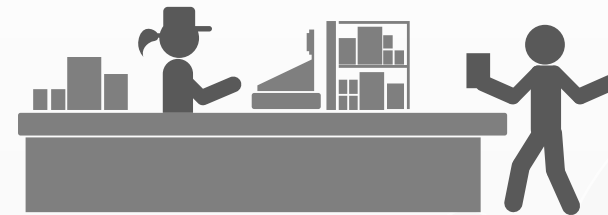
SUPPLIER CODE OF CONDUCT

FAIR WORK

You must provide and maintain fair working conditions. These conditions are:

- Ensuring that employees take one uninterrupted day off per week.
- Never employ child labor,
- To offer a fair wage policy, to take into account the wage conditions found in the law and to comply with collective agreements.
- Restricting normal and overtime hours to the extent required by law
- Ignoring situations such as gender, age, ethnicity, citizenship, religious belief, physical disability, politics during employment,
- Respecting the right of employees to seek compensation, singular or plural

02



FAIR WORK

SUPPLIER CODE OF CONDUCT

OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENT

As our working partners, we should provide a healthy and safe environment for your employees and this environment should also serve a sustainable environment. This environment:

- To authorize or employ a staff member for occupational health and safety and environmental management programs.
- Establishing an effective risk assessment processes on environmental occupational health and safety
- To inform and train your employees about these risk analyzes.

03



**Occupational Health And
Safety, Environment**

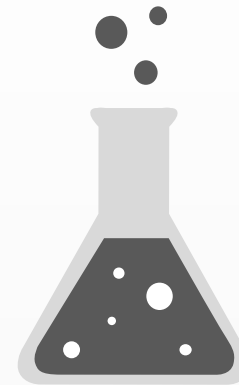
SUPPLIER CODE OF CONDUCT

USE OF PROHIBITED MATERIAL

As ALCE, we prohibit the use of internationally and nationally incompatible prohibited substances and minerals for the product which we provide. We oblige our suppliers not to use these prohibited materials and to report suspicious situations to us. These conditions are:

- You should establish a policy on prohibited minerals
- You must declare that the supplier materials and ingredients are not included in the “ALCE List of Prohibited and Restricted Substances,
- You must be in a position to submit evidence of the use of prohibited minerals promptly.
- Important stage for the prohibited materials listed below;
 - Conflict minerals obligation
 - Reach obligations
 - RoHS obligations

04



USE OF PROHIBITED MATERIAL

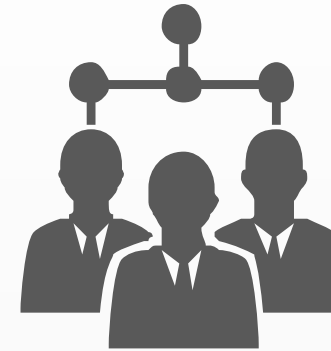
SUPPLIER CODE OF CONDUCT

BUSINESS ETHICS

You must conduct your business within the framework of ethical rules:

- During the time we work together, you should stay away from all kinds of corruption (bribery, etc.) that may come to mind, and prevent payments from being made by gifts and commitments, including ALCE employees.
- You must obey to the all kinds of laws that prevent monopoly and protect competition,
- As our supplier, you should contact us in case of conflict of interest.
- With ALCE and our partner, you must protect the information confidentially within the scope of information security.
- You must act in accordance with intellectual property rights.

05



BUSINESS ETHICS

SUPPLIER CODE OF CONDUCT

SECURITY

You must continue your activities safely:

- While working or visiting ALCE offices and facilities, you must comply with ALCE's safety procedures and report any security-related doubts to ALCE officials.
- You must take EMERGENCY MEASURES to avoid the risk of attack, terrorism, crime and natural disasters

06



SECURITY

SUPPLIER CODE OF CONDUCT

SUPPLIER PURCHASES

You should make your product and/or service purchases within the framework of ethical rules:

- Our suppliers who supply services and products to ALCE, should choose their supplier with the comply of ALCE Supplier Code of Conduct,
- To use subcontractors while working at ALCE facilities, you must first obtain ALCE's approval.

07



SUPPLIER PURCHASES

SUPPLIER CODE OF CONDUCT

AUDITS

All documents for compliance with the ALCE Supplier Code of Conduct Principles must be recorded and you must be able to show and present these documents if evidence is requested.

We may audit you, with prior notice, as ALCE or with an authorized company, for the purpose of auditing compliance.

If a non-compliance is detected in terms of ALCE supplier Code of Conduct as a result of the audit, you will be presented with a report and corrective actions will be expected to eliminate these nonconformities. If the actions are not closed, we may suspend or terminate our activities with you.

08



AUDITS

|| SUPPLIER CODE OF CONDUCT

FOR THE CONTINUATION OF OUR COOPERATION

As part of our relationship, if you believe that you do not comply with the ALCE Supplier Code of Conduct, we recommend that you share your concerns with ALCE officials.

Thank you for being with ALCE for a more sustainable world, as stated in our motto "WE ALWAYS FIND A WAY".

09



FOR THE CONTINUATION OF
OUR COOPERATION

THANK YOU

For Your Time

