



## **Responsible Supplier Policy**

We know the importance of a system that interacts with each stakeholder from producer to consumer, and we adopt the understanding of being a responsible supplier to reveal a fair and robust value chain. Through this approach, we work to create value on our supply chain and the regions where we operate.

We attach importance to the sustainability of our operations and products and expect all institutions which we have commercial relations with to show the same level of importance. In this context, we conduct our business according to the internal policy we share below. This policy is based on principles and standards such as Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work.

Our aim is to carry out the necessary compliance studies and ensure transparency by considering our employees, agencies, temporary employees, subcontractors, suppliers, and sub-suppliers in the entire supply chain. This policy applies to all our products, materials, services, and expertise.

### **Ethics and Compliance**

- We carry out our local and global activities in accordance with national laws and international standards. We provide accurate, comprehensive, and timely information to the necessary legal authorities. We share negativities transparently.
- We comply with the laws of the regions where we operate and respect cultural values.
- Activities such as corruption, bribery, tax evasion are prohibited. We do not make reports that will mislead the legal authority.
- We conduct our business in accordance with principles of free competition. Practices that do not comply with competitive principles such as collusive bidding, price fixing, price discrimination are prohibited.
- We observe the intellectual rights of establishments we work with and conduct our business accordingly.
- We notify any situation that might create conflict of interest to the establishments we work with and expect to be notified any situation that might create conflict of interest from the establishments we work with.

### **Transparency and Traceability**

- We continuously engage with national and international stakeholders to achieve transparency and traceability across our value chain.
- We transparently report our progress and share it through online outlets.
- We promote responsibility and taking action through transparent and effective dialogue with authorities and stakeholders.

### **Protection of Environment and Biodiversity**

- We are working to reduce the use of hazardous materials. All hazardous materials used are safely handled, stored, and disposed of.



- We are working to minimize the negative impact on air, soil, forest and water resources and to ensure our resource use is more efficient.
- We comply with legal regulations on **active substances** and **list of banned pesticides** for cocoa growth in Ivory Coast and Ghana and also we abide with a few international conventions like Rotterdam and Stockholm the government of Côte d'Ivoire signed.

### Deforestation

- We support authorities working to prevent deforestation. We adopt the definition of “the high conservation value lands” defined by High Conservation Value Network.
- We work towards ensuring that our activities and processes do not cause deforestation or loss of biodiversity.
- We support activities and value chain models that will not lead to deforestation.
- We ensure the compliance of our value chain through our observation and audit processes, and we partner with other businesses or authorities to take necessary actions in areas that require intervention.

### Agroforestry

- We encourage our value chain to participate in the effort to reduce environmental impact and provide active support.
- We adopt responsible purchasing principles and strive to ensure that some of our raw material comes from agricultural forestry activities.
- We create positive impact with our work on local livelihoods and communities, biodiversity conservation through our sustainable farming activities.
- We take measures to protect soil and water sources and use natural resources sustainably.

### **Employee Rights and Working Environment**

- Employment is on a voluntary basis. Under no circumstances, we do not use forced labor, we do not conduct physical, sexual, psychological, or verbal abuse or resort to illegal practices.
- We do not discriminate based on gender, ethnicity, religion, race, nationality, age, physical capacity, pregnancy, marital status, sexual orientation, union membership or political opinion. We strive to create a work environment where employees are valued and respected. We do not tolerate any form of abuse.
- We respect the right of all employees to organize and bargain collectively within the framework of legal regulations.
- We are responsible for providing a safe, healthy and hygienic working environment for our employees. We carry out the necessary controls and maintenance to prevent work-related accidents and diseases and to minimize risks, we follow safety procedures and provide protective equipment. In this context, necessary occupational health and safety trainings are provided; trainings, accidents and the measures taken against them are recorded. Practices are in line with applicable national laws and regulations.



## Farmer Welfare and Local Development

- We cooperate with local farming communities in areas such as capacity building and sustainable agriculture and try to come up with innovative solutions.
- We empower farmers and other stakeholders in our value chain to reduce inequality.
- We make sure that farmers work in fair conditions.
- We aim to support local producers in various ways and improve their **living income**.

## Child Labor

- We respect fundamental human rights defined in UN Universal Declaration of Human Rights and carry out our activities in in line with these principles
- We comply with the principles of non-discrimination, elimination of child labor and forced labor, right to collective bargaining and freedom of association, laid down in the ILO Declaration of Fundamental Principles and Rights at Work on the and pay attention to the requirements of international human rights and social justice treaties to which Turkey is a party.
- We comply with the minimum legal age limit and not employ children under the age of 15 (in certain developing countries) specified in the ILO Convention 138. We protect young workers above the minimum age from all factors at the workplace that could affect their social, physical, and emotional development and health and make sure their education to be not obstructed.

**Reporting Policy Violations:** Our stakeholders can report any suspected violation of the law, regulation and Önem Gıda's Responsible Supplier Policy via telephone or web line. All reports will be treated confidentially, and their identity will remain confidential as permitted by law. Violations can be transmitted using one of the channels below.

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