



## SUPPLIER CODE OF CONDUCT

### ENTRANCE

MAXXEN Energy believes that reducing environmental impact, strengthening our sustainability vision, and ensuring the health and safety of our employees are fundamental to our business strategies that create long-term value for all our stakeholders. At the same time, we believe that we will succeed in shaping the future by working in cooperation with local institutions and organizations and developing sustainable business models.

We consider it a fundamental responsibility to ensure that our activities and business relationships comply with applicable laws and regulations. Our customers and other stakeholders are showing increasing interest in our working conditions, employee rights, environmental responsibilities and the fight against corruption. For this reason, as Maxxen, we have established the Supplier Code of Conduct to increase transparency and clearly set out our expectations as part of our commitment to strengthen our relationships with our suppliers.

Maxxen expects its suppliers to adopt the same values and implement these values in their own supply chain networks. Accordingly, we carefully evaluate our suppliers and only approve companies that have passed the review and qualification process.

This **Supplier Code** of Conduct defines Maxxen's expectations and provides guidance to our suppliers regarding the requirements that must be met when providing goods or services to Maxxen anywhere in the world. We also aim to extend our commitment to responsible sourcing throughout our supply chain by helping our suppliers improve their sustainability performance.

Goal; Together with all our business partners, it is to create a more responsible, transparent and sustainable business ecosystem by acting in accordance with the standards specified in this document.

**Thank you for your input and dedication.**

### 1. APPLICATION

- This Supplier Code of Conduct sets out the basic terms of the relationship between Maxxen and its suppliers. The term "Supplier" in this document; It covers legal or natural persons who provide raw materials, goods, technology, technical information or services to Maxxen and/or its affiliates based on a contract.

### 2. COMPLIANCE WITH LAWS AND INTERNATIONAL STANDARDS

- The supplier undertakes to comply with all applicable laws, regulations and international standards. Into; **Included are the Universal Declaration of Human Rights, the ILO's core conventions, anti-corruption, fair competition, environmental-health-safety regulations, export controls, sanctions, and confidentiality obligations.**

### **3. RESPECT FOR HUMAN RIGHTS, EMPLOYEES AND CONSUMER RIGHTS**

- Suppliers are obliged to treat their employees and consumers with respect and fairness. No form of abuse, threats, harassment, or discrimination is allowed. Practices that put the life or health of employees at risk are not tolerated and all applicable health and safety standards must be followed.

### **4. PROHIBITION OF MODERN SLAVERY, CHILD LABOR AND FORCED LABOR**

- Suppliers will fully comply with the prohibition of modern slavery, human trafficking, forced labor, and child labor. This ban covers not only their own operations but also the entire supply chain.

### **5. FAIR WAGES AND WORKING HOURS**

- The supplier will comply with all applicable salary, working time, and overtime regulations. It is essential that employees are compensated fairly and in accordance with the law.

### **6. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

- Suppliers shall respect the right of their employees to organize and bargain collectively to the extent permitted by applicable legislation.

### **7. EQUALITY, DIVERSITY AND INCLUSION**

- Suppliers will not discriminate against any of their employees or stakeholders and will promote diversity and inclusion. In this context, it is expected that gender equality, employment of persons with disabilities and equal opportunities policies will be implemented.

### **8. PROTECTION OF ENVIRONMENTAL HEALTH AND SAFETY**

- Suppliers are obliged to comply with all environmental, occupational health and safety regulations. Appropriate management systems (ISO 14001, ISO 45001, etc.) are expected to be implemented to monitor and reduce their operational impacts. Suppliers; It should contribute to increasing energy efficiency, reducing waste, limiting greenhouse gas emissions and protecting biodiversity.

### **9. PROHIBITION OF BRIBERY, CORRUPTION AND MONEY LAUNDERING**

- Maxxen maintains a zero-tolerance policy against bribery and corruption. Suppliers will not offer or accept any incentives, commissions, gifts, or unlawful benefits for the purpose of obtaining business or gaining benefits. In addition, it is obliged to implement its internal policies in this regard and to provide training to its employees.

### **10. PROHIBITION OF ANTI-COMPETITIVE PRACTICES**

- The supplier will comply with the applicable competition laws and will not engage in practices such as bid rigging or secret market agreements.

### **11. PRIVACY, DATA PROTECTION AND INTELLECTUAL PROPERTY**

- Suppliers will keep confidential any trade secrets, personal data and intellectual property information shared with Maxxen and will only use them for the purposes under the contract.

## **12. ARMS TRADE, SANCTIONS AND DANGEROUS GOODS**

- Suppliers are obliged to comply with applicable arms trade, sanctions, dangerous goods regulations and export controls. Delivered products must comply with applicable safety and labeling standards.

## **13. AVOIDING CONFLICTS OF INTEREST**

- The Supplier shall avoid conflict of interest in its dealings with Maxxen and shall notify Maxxen immediately if such a situation arises.

## **14. SUPPLY CHAIN APPLICATION AND REVIEW**

- The supplier will ensure that these rules are implemented not only in their own operations, but also throughout the entire supply chain. Maxxen reserves the right to check compliance through assessments, audits, or questionnaires when it deems necessary.

## **15. TRANSPARENCY AND NOTIFICATION**

- Suppliers are obliged to notify Maxxen when they notice violations of these rules. Violations can be safely shared through channels that Maxxen deems appropriate.

## **16. EVALUATION AND SANCTIONS**

- This Supplier Code of Conduct is an integral part of the contract between Maxxen and the supplier. In case of non-compliance, Maxxen reserves the right to request corrective action from the supplier or terminate the contract when deemed necessary.