



SUSTAINABLE SUPPLY CHAIN POLICY

1. PURPOSE

The aim of this policy is to ensure that MAXXEN **creates a sustainable business model by considering** environmental, social, ethical, and economic responsibilities in its supply chain processes.

2. SCOPE

The policy covers all active suppliers, contractors, subcontractors, business partners, and third parties involved in Maxxen's supply chain.

3. APPLICATION

- To evaluate our suppliers in terms of compliance with all our policies, and if deemed necessary by Maxxen, to request performance reports from our suppliers,
- To set targets for the supply chain, to develop solutions against sustainable supply risks,
- To include social, economic and environmental sustainability performance as a success criterion in purchasing processes,
- To prioritize companies with high sustainability performance among our suppliers and subcontractors,
- To prefer local suppliers and subcontractors if the minimum conditions are met,
- To develop projects to ensure greater inclusion of women, youth and disadvantaged groups,
- To regularly inform and raise awareness of our suppliers and subcontractors in order to raise awareness on sustainability and to improve their current performance, and to organize trainings in this context, when necessary,
- To be in constant communication with our suppliers and subcontractors,
- We undertake to review our policies and procedures periodically in order to ensure continuous improvement in purchasing processes.

In this context, our requests from our suppliers are;

- To act in accordance with binding national and international legal regulations and standards and relevant Maxxen policies in all their processes,

- Not to employ child labor in a way that is not in accordance with the binding legal regulation, to prevent forced labor and not to employ anyone without social security and/or in violation of the law,
- To respect human rights and act in accordance with Maxxen Code of Business Ethics,
- To prioritize occupational health and safety and to act in accordance with the law,
- To prevent all kinds of discrimination based on race, color, gender, sexual orientation, religion, marital status, pregnancy, age, etc. and to comply with the principle of equal pay,
- Not to allow any form of harassment, abuse and intimidation,
- Respect the freedom of association,
- To carry out responsible production and/or consumption by protecting natural resources, to carry out studies to reduce carbon emissions and waste amounts by calculating their environmental impacts,
- We expect them to share the necessary information and documents transparently if requested within the scope of supplier audits or evaluations and to work in cooperation with Maxxen on all the issues listed.
- Our suppliers are also required to inform the suppliers in their supply chains about this Policy and to ensure that they work in accordance with this policy,

We are waiting for them, and we are committed to our cooperation on relevant issues.