

**Objective and Scope:**

Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. conducts its environmental, social and governance activities in the field of sustainability within the following scope. Accordingly, the following policies describe Sustainability Policy.

**I. Ethical Principles and Code of Conduct**

Ethical Principles and Code of Conduct of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. include the principles required to be respected by our company's employees while fulfilling their duties and the principles related to the working order in accordance with UN Global Compact, Universal Declaration of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The purpose of these principles is to outline the basic rules required to be respected during operations of the company and to prevent any disputes and conflicts of interest that may occur between the employees, suppliers, business partners, customers, and our organization.

**II. Responsible Procurement Policy and Ethical Conduct Rules For Suppliers**

Responsible Procurement Policy and Ethical Conduct Rules For Suppliers set out Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s expectations from the suppliers and work partners with which it works for procurement of goods and service it purchases during its operations conducted in accordance with ethical principles and code of conduct as well as supply chain and procurement activities by setting forth the basic principles in line with such expectations and taking care of social, environmental, ethical and corporate management areas.

**III. Environment Policy**

Ditaş Environment Policy includes Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s undertakings on the subjects of energy and greenhouse gas management, waste management, water management and biodiversity in order to increasingly abate environmental effects of its activities and continually improve its environmental performance.

**IV. Occupational Health and Safety Procedure**

Occupational Health and Safety Procedure lays down internal processes and principles of practice in order to ensure that the occupational health and safety management activities of DİTAŞ Doğan Yedek Parça İmalat ve Teknik A.Ş. are carried out in compliance with all legal regulations, national and international standards, and OHS policies, objectives, systems, and applications.

**V. Complaint Management Procedure**

Complaint Management procedure, defining the actions to be taken by DİTAŞ Doğan Yedek Parça İmalat ve Teknik A.Ş. to evaluate and finalize the complaints and applications of all personnel and stakeholders working in our organization, to evaluate the feedback of our personnel and stakeholders by means of notification, questionnaire, etc., and to define the activities to continuously improve our processes accordingly, covers the stages of identification of data related to a complaint from the start to the end of the service based on the complaint, application and feedbacks received, analysis of the relationship status and direction and improvement of internal processes with these assessments.

**VI. Work Principles of Sustainability Committee**

They contain roles and work principles of the Sustainability Committee, which was established to determine Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.'s sustainability

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activities in the fields of environmental, social and corporate governance and report policies, targets and practices in those areas to Sustainability Committee in order to conduct, monitor and inspect.

## 2. Basic Principles

**Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. Sustainability Policy adopts the following principles in environmental, social and governance areas:**

- Manages its relations within the framework of ethical business understanding and corporate governance principles, and does not tolerate bribery and corruption in any way; determines and carries out the necessary processes for the enforcement of these actions.
- Respects human rights and provides equal rights to its employees.
- Rejects all forms of discrimination discriminating, excluding or selecting in line with gender, religion, political idea, race, origin, sect or any belief, sexual preference, mental or physical disability, age, cultural/social class and opinion/thought differences that disrupt equality of opportunity and works to eliminate inequalities.
- Complies with national and international legal regulations and laws, statues and other obligations about the environment.
- Provides a healthy and secure work environment to its employees, inspects and monitors conditions. Continually improves these processes with preventive, corrective and protective approaches.
- Considers its environmental impacts in managerial and operational decisions; evaluates the direct and indirect environmental impacts arising from its operations and undertakes to reduce these impacts.
- Takes measures against the climate crisis and aims to raise awareness of all stakeholders on this issue.
- Reduces the negative effects on the environment by implementing the most effective management practices and projects on energy efficiency, waste management, carbon emissions and water consumption.
- Undertakes to set up necessary systems and platforms to measure, monitor and improve its environmental impacts.
- Carries out studies to integrate sustainability into the corporate culture, and carries out awareness studies and projects on sustainability for employees.
- Invests in R&D and innovation activities that will improve its sustainability performance.
- Prioritizes its contribution to society and considers the public's interest in the medium and long term.
- Determines strategies that optimize customer satisfaction and protect customer rights.
- Creates awareness on sustainability issues in the value chain, monitors the environmental and social performances of its suppliers and provides guidance to increase it, and cooperates for necessary improvements.
- Undertakes to inform its stakeholders about all practices and necessary regulations related to the sustainability policy, in line with the corporate transparency principle.

## 3. Responsibility and Application

In Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş., sustainability practices are managed by Sustainability Committee. The Committee consists of a Committee Chairman, members of execution board, a coordinator and seven work groups. The committee is chaired by General Manager. An environmental engineer coordinates the committee. Members of execution board are committee members.

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## DİTAŞ SUSTAINABILITY POLICY

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Sayfa 3

General Manager is responsible for application of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş. Sustainability Policy.

All the policies and any changes in requirements and operating conditions are regularly reviewed by the Sustainability Committee at least once a year. Any changes deemed necessary are approved by the Board of Directors and take effect.

The said policies are made available to all shareholders through corporate website of Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.

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