

# KYASS

## CODE OF CONDUCT

KYASS TEKSTİL SAN. VE DIŞ. TİC. A.Ş.

KYASS Tekstil defines this Standards Framework as an integral part of its corporate identity, reflecting not only compliance with applicable laws but also its commitment to decent working conditions, responsible production, and shared responsibility toward future generations.

This framework demonstrates our commitment to fostering an ethical, fair, and safe business culture across our entire value chain, in alignment with the United Nations Sustainable Development Goals (SDGs), the Ten Principles of the UN Global Compact, the ILO Conventions, the Universal Declaration of Human Rights, and applicable national legislation.

This document constitutes a binding reference for all KYASS employees, executives, business partners, and suppliers, and represents our vision of advancing sustainable growth while upholding respect for human rights and corporate responsibility.

## QR CODE FEEDBACK CHANNEL

KYASS promotes transparent and secure communication. Through this QR code, employees and external stakeholders may confidentially submit suggestions, feedback, or reports concerning workplace practices, human rights, ethical conduct, or potential violations of this Code of Conduct.

All reports shall be handled in accordance with the principles of confidentiality and non-retaliation.



### CHILD LABOUR AND YOUNG WORKERS

Children under the age of 15 and those who have not completed compulsory education shall not be employed under any circumstances. The employment of young people aged 16–18 and interns is encouraged, and their working conditions shall be regulated in accordance with applicable legislation.

### FAIR COMPENSATION

Wages shall be paid in accordance with the determinations of the Minimum Wage Commission or, where applicable, as stipulated in existing collective bargaining agreements. Wages shall be paid directly to the employee's bank account.

### FORCED LABOUR

No one shall be employed in return for debt, bound by promissory note, or subjected to delayed payment of wages. Employment relationships shall be based on the principle of voluntariness between employees and other stakeholders.

### OCCUPATIONAL HEALTH AND SAFETY

It is implemented and promoted in accordance with the ISO 45001 certification standard and Law No. 6331 on Occupational Health and Safety. Zero fatal accidents and minimal workplace injuries are targeted.

### NON-DISCRIMINATION

No discrimination shall be made against employees and all stakeholders in employment relationships, including matters such as wages, promotion, discipline, and retirement rights, on the basis of gender, language, religion, belief, ethnic origin, nationality, age, pregnancy, marital status, disability, sexual orientation, political opinion, trade union or association membership, or social group affiliation.

### INFORMATION SECURITY

It is carried out in accordance with the ISO 27001 Information Security Certification and Law No. 6698 on the Protection of Personal Data. The information security of employees and other stakeholders is given importance.

### WORKING HOURS

Working hours are regulated in accordance with the Labour Law No. 4857. Enterprises arrange their operations based on their working practices, ensuring that weekly working hours do not exceed a maximum of 45 hours. Working hours for pregnant employees, nursing employees, and young workers are regulated separately as stipulated by law. Overtime work is based on the principle of voluntariness, and overtime payments are provided in accordance with the law.

### VULNERABLE WORKERS

The integration of vulnerable groups into working life and society is prioritized. In this context, the legal rights of pregnant employees, nursing mothers, young people, senior employees, refugees, foreign nationals, interns, trainees, apprentices, and LGBTQ+ individuals are safeguarded, and KYASS is committed to ensuring decent working conditions.

### FREEDOM OF ASSOCIATION

Employees have the right to join and participate in internal and external organizations, including political parties, associations, employee representative bodies, and trade unions of their own choosing, in accordance with applicable local legislation. This right is recognized as a constitutional and democratic right.

### ENVIRONMENT

All required environmental permits are obtained by the enterprises; operations are carried out in accordance with ISO 14001 certification standards and aligned with the United Nations Sustainable Development Goals.

### EMPLOYMENT RELATIONSHIP

Employment relationships are established in accordance with international conventions and national labour law, and all stakeholders are encouraged to act in line with these principles.

### HARASSMENT AND ABUSE

Any form of economic, physical, sexual, psychological, or verbal misconduct shall not be tolerated toward employees or other stakeholders.

### ANTI-CORRUPTION AND ANTI-BRIBERY

The principles of the United Nations on combating bribery and corruption are applied and their implementation is promoted.



**Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.**

**KYASS operates in line with this principle and promotes the integration of sustainable development across its activities and value chain.**