



CODE OF CONDUCT FOR BUSINESS PARTNERS

1. PURPOSE

This procedure determines the principles regarding Ames Europe Tekstil "Supplier Code of Conduct". We believe that ethical and responsible behavior that respects society, people and the environment is the most important element in achieving our goals. We know that we can achieve our goals by working with our business partners, and with the "Supplier Code of Conduct" we explain how we expect our business partners to work with us regarding ethical rules, compliance with laws, fundamental human rights, anti-corruption, employee conditions, occupational health and safety and environmental issues. We request that our Business Partners adopt and ensure the following standards in product manufacturing and at every stage of business life.

2. SCOPE AND RESPONSIBILITIES

All suppliers doing business for Ames Europe Tekstil: vendors, consultants, representatives and all other providers of goods and services (hereinafter referred to as "Suppliers") are covered by the "Supplier Code of Conduct".

3. SUPPLIER CODE OF CONDUCT

3.1. WE DO NOT EMPLOY CHILD LABOUR

As Ames Europe Tekstil, we do not employ workers who are younger than the age of completing compulsory education and who do not meet the local legal working age. We ensure that the employment age complies with the definitions and age limits specified in the labour law, and we stand against all kinds of child labour. In this context, manufacturers and suppliers should not employ child labour. The legal legislation of the relevant country and the standards of the International Labour Organization determine the minimum age of employees. In accordance with these standards, our Manufacturers and suppliers must take utmost care to comply with and not exceed the minimum age limit.

It is important that our manufacturers and suppliers carry out certain checks to verify the ages of employees during the recruitment process and during visits. However, during this verification process, employees' documents, such as passports and ID documents, should not be confiscated. Confidentiality and security of such documents must be ensured.

Child workers are defined as people under the age of 16 (under the age of 15). If the local law sets a higher age, the local law must apply. Persons between the ages of 16 and 18

(under the age of 18) should be considered young workers. Young workers should not work at night and should not be employed in hazardous conditions.

3.2. WE DO NOT USE FORCED LABOUR

Producers and consumers should aim to provide a decent working environment for all employees. "Forced labour" actions that may be requested of any employee by people who are not managers or employees of the company should never be accepted. No supplier of Ames Europe Tekstil should allow forced or involuntary labour.

3.3. WE DO NOT DISCRIMINATE

Manufacturers and suppliers must consider race, gender, gender identity, religion, nationality, marital status, ethnicity, social class, disability, illness, pregnancy, mourning, language, social origin, immigration status, union membership during the recruitment process and working life in the workplace. or discrimination, including affiliation with a union, political affiliations, beliefs, discipline or termination. All employees should have equal access to salary, benefits, career, training, job allocation and retirement opportunities.

It is a critical principle that no costs are passed on to employees during the recruitment process. Costs incurred during the recruitment process must be covered by the company and these costs should not be reflected in the salaries of the personnel.

3.4. WE ARE AGAINST HARASSMENT AND ABUSE

Manufacturers and suppliers must respect the personal rights and cultural differences of all employees, consider any direct or indirect violation of these rights and differences as harassment/abuse/psychological or physical attack and discrimination, and must address the situation and resolve the problem(s) immediately.

Our suppliers and manufacturers must undertake to implement effective policies, processes and training to prevent situations such as harassment, violence, abuse and abuse and to handle the situations appropriately. A zero tolerance policy should be adopted against such negative behavior.

3.5. WE DO NOT TOLERATE BRIBERY AND CORRUPTION

As Ames Europe Tekstil we adopt as a principle to comply with the laws and regulations, universal legal rules, ethical and professional principles regarding bribery and corruption issues. Within the scope of this principle, our manufacturers and suppliers must act with a "zero tolerance" approach towards bribery and corruption and must continue their activities in a fair, honest, legal and ethical manner. Manufacturers and suppliers must not manipulate or influence their employees or falsify any files or records to alter the audit process to determine their compliance with these rules. Manufacturers and suppliers must not attempt to influence, in perception or deed, the impartial decision or objectivity of the parties appointed by Ames Europe Tekstil to carry out control and compliance audits in connection with these rules.

3.6. WE RESPECT THE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Manufacturers and suppliers recognize and must respect the right of employees to join trade union organizations of their own choosing, to form unions and to bargain

collectively with unions, without any interference. It should facilitate and not hinder the development of parallel methods for independent and free association and collective bargaining in cases where association and collective bargaining are restricted by law.

3.7. WE PROTECT WAGES AND SOCIAL RIGHTS

Wage management at Ames Europe Tekstil is based on the concept of wage justice. Wages of our manufacturers and suppliers' employees; It must determine the standard of living of the employees by ensuring the conditions specified in the laws and regulations, and must make the regular and overtime payments determined by the laws and the collective bargaining agreement. It should not employ workers below the minimum wage and should provide the social benefits written in the collective bargaining agreement.

Manufacturers and suppliers must not deduct and/or confiscate employees' wages without their express permission, except for the reasons specified by law. In addition, employees should be provided with written and understandable information about their salary conditions upon starting work and detailed information about the salary breakdown each time it is paid.

3.8. OUR WORKING CONDITIONS ARE LEGAL

Producers and consumers must regulate all working hours and conditions within the framework of the law and must not require employees to work more than 45 hours in a normal workweek. We expect our manufacturers and suppliers to use electronic systems to accurately and fairly record employees' working hours. Work exceeding 45 hours per week should be considered as overtime work. All overtime work must be done voluntarily. Young workers should not work more than 40 hours per week and should not work overtime. Pregnant and breastfeeding employees should not work more than 7.5 hours a day and should not work overtime. In addition to legal leaves and holidays, employees must be provided with at least 24 hours of uninterrupted rest in every seven-day period.

Employees' annual leave must be granted in accordance with local legal requirements. It is important for our manufacturers and suppliers to implement annual leaves correctly to ensure that employees rest and recover. It is important that all employees have an employment contract prepared in accordance with legal requirements and containing certain rights and responsibilities. These contracts should regulate the relationship between employee and employer in a transparent and fair manner.

3.9. ENSURING REGULAR EMPLOYMENT

Manufacturers and suppliers must undertake that all employment methods they use comply with applicable local laws. Therefore, employees should not neutralize their rights under labour and social security laws and regulations by resorting to schemes that do not aim at regular employment within the framework of regular employment relations.

3.10. TRACEABILITY OF PRODUCTION

Manufacturers and suppliers should not subcontract any work without the prior written approval of Ames Europe Tekstil. Manufacturers and suppliers who subcontract work for

Ames Europe Tekstil are responsible for the application of the rules by third parties and their employees. Likewise, manufacturers and suppliers must apply the principles set out in the Code to people working from home in their supply chains and must be transparent about the location and working conditions of such people working from home.

3.11. ENSURING THAT WORKING CONDITIONS ARE RELIABLE AND HYGIENIC

Producers and consumers should aim to fully ensure occupational health and safety. By giving importance to the health and safety training of employees, it should be ensured that the working environment is clean and safe. Necessary precautions should be taken for the occupational health and safety of employees, and the aim should be to minimize work accidents and negative situations. All employees should be informed about company safety standards and what to do in case of emergency. Must provide regular training on workplace health and safety. Records of the training provided should be kept. In addition, it must appoint a person from within management who is competent and authorized to make appropriate decisions regarding health and safety.

Building Security and Documents:

Our manufacturers and suppliers undertake to take the necessary precautions regarding the structural safety of their workplaces and to submit official documents on this matter. Building security is critical to the safety of employees and visitors, and these documents provide assurance that our suppliers are safe.

Training and Protective Equipment:

Our manufacturers and suppliers are required to ensure that employees receive the necessary training and take the necessary steps to prevent dangerous situations in the workplace. In addition, the safety of employees is ensured by providing them with appropriate protective equipment.

Therefore, work accidents must be prevented.

Hygiene and Comfort of the Working Environment:

Clean, hygienic, safe and comfortable working environments should be provided to employees. This is an important factor in the work environment that positively affects the physical and mental health of employees. A clean and safe workplace environment that meets drinking water and basic needs must be provided.

Fire Safety Precautions:

Our manufacturers and suppliers are required to cope with workplace emergencies by taking all fire safety measures specified in local laws. Fire safety procedures should be established and followed when necessary to ensure that employees are safe.

Health Checks:

Employees should be ensured to participate in regular health checks. Health checks are a critical tool for monitoring the physical and mental health of employees and intervening when necessary.

Maintenance and Inspections of Machines:

Regular maintenance and technical inspections of all machines are vital for occupational safety and continuity of work flow in the workplace. This means that machine malfunctions must be detected in advance and the safety of employees must be ensured.

3.12. WE ACT WITH ENVIRONMENTAL AWARENESS

As Ames Europe Tekstil we aim to continuously improve with a resource and waste management system that will prevent environmental risks by applying the necessary technical developments to achieve sustainable environmental principles and targets in the production stages. Producers and consumers should also use all resources carefully when providing services and products. It should strive to leave the least negative impact on the environment with the least possible energy consumption and work to prevent pollution. It should continuously improve environmental studies, promote environmental responsibility and assist in the development and dissemination of environmentally friendly technologies.

Environmental Commitments and Legal Documents:

Our manufacturers and suppliers are required to provide all legally required documents regarding environmental sustainability and compliance. Environmental commitments are of great importance for our business partners to minimize their impact on nature, ensure environmental compatibility and fulfill their environmental responsibilities. Legal documents must be kept complete and up to date.

Waste Management and Recycling:

Separating waste by type and disposing of it in accordance with legal requirements is a critical step for environmental sustainability. Waste management plays an important role in reducing our environmental impact. Correct management of waste and contribution to recycling is important in terms of protecting natural resources and reducing environmental pollution.

Efficient Resource Use and Waste Reduction:

Efficient use of energy, water and raw materials, minimizing waste and residual products are important strategies to minimize our environmental impact. In this regard, we aim to carry out activities with practices such as adoption of energy-saving technologies, effective use of water and sustainable supply of raw materials. This aims to adopt environmentally friendly approaches and leave a more sustainable world to future generations.

3.13. SECURITY

Information about Ames Europe Tekstil that may create a competitive disadvantage, information regarding personnel rights and confidentiality agreements concluded with third parties, trade secrets, financial and other information that has not yet been disclosed to the public are within the scope of confidential information. Producers and consumers, due to their position, protect the confidential information received by Ames Europe Tekstil as a result of the commercial business relationship, and use this

information only for the purposes of Ames Europe Tekstil. Never use it for any commercial or personal benefit.

4. APPLICATION OF THE RULES

Manufacturers and suppliers must implement and maintain programs to make these rules effective. They should ensure that a senior member of management is appointed to ensure the implementation and enforcement of these rules. Manufacturers and suppliers must announce the rules to all employees in Ames Europe Tekstil supply chain and everyone involved in any way. A copy of the Code translated into the local language must be kept accessible and visible to all employees.

4.1 REFERENCE TO NATIONAL LAWS, CONVENTIONS AND AGREEMENTS

The provisions contained in these rules only specify minimum standards. If there are national regulations, laws or other applicable commitments on the same subject, including collective agreements, they should be applied in the best interest of the employees. As part of its internal rules, Ames Europe Tekstil assumes that the content of the national and international agreements and conventions it has adopted also applies to its relations with manufacturers and suppliers who undertake to comply with and adopt them.

4.2 VERIFICATION OF CONFORMITY

Manufacturers and suppliers must authorize third parties to be appointed to monitor compliance with Ames Europe Tekstil rules. To this end, manufacturers and suppliers must provide the necessary facilities and access to facilities and documentation for the necessary verification.

4.3 ETHICS COMMITTEE AND REPORTING CHANNEL

These rules are aligned with the principles and values that have been incorporated into the Code of Conduct to be implemented.

In this regard, and to ensure the implementation of the Code of Conduct for Manufacturers and Suppliers, the Ethics Committee may, on its own initiative or after a bona fide formal complaint, contact a manufacturer, supplier or relevant third party who has any direct relationship or commercial or professional interest with Ames Europe Tekstil can take action. For this purpose, in accordance with the provisions of the Code of Conduct, in case of any notification, report of violations or investigation regarding the interpretation or application of the rules, the Ethics Committee (Sun Group of companies) can be contacted directly at the following address:

- Address: Yedi Eylül Mah. Celal Umur Cad. No: 6/A 35860 Torbalı İzmir/Türkiye Attention to Ethics Committee
- Email: etik@sunsirketlergrubu.com
- Phone: +90 232 850 60 00

5. APPLICATION

The company's Group Human Resources Manager and all Department Managers are responsible for the implementation of the procedure.