

Policy of Corporate Responsibility

A. Integrity

Accuracy and honesty are our core values in all our business processes and relations. We act with integrity both in our relations with employees and all our stakeholders.

B. Confidentiality

As Ulus Metal employees; we pay utmost care to protect the privacy and confidential information of our customers, employees and other related persons and organizations. Ulus Metal protects confidential information regarding its activities and only shares this information with the relevant authorised persons.

When leaving our company, we do not take any confidential information and documents that we have due to our duties, as well as projects, regulations, etc.

C. Conflict of Interest

As Ulus Metal employees, we aim to avoid conflict of interest. Personally, through our family or relatives; we do not gain personal benefit from other parties and organizations with whom we have business relations. We do not engage in any business activity based on an additional financial interest other than Ulus Metal.

D. Our responsibilities

In addition to our legal responsibilities; we pay attention to fulfill our responsibilities to our customers, employees, suppliers, society, humanity. those are listed below.

1. Legal responsibilities

We carry out all our domestic and international activities and transactions within the framework of the laws of the relevant country and international law, provide timely, accurate and comprehensible information to legal regulatory agencies and organizations.

While we carry out all our activities and transactions. we preserve our equal distance to all public institutions.

2. Our responsibilities to our customers

We carry out all our domestic and international activities and transactions within the framework of the laws of the country and international law, and provide timely, accurate and comprehensible information to legal regulatory institutions.

While we carry out all our activities and transactions, we are located at equal distance to all public institutions and organizations and we fulfill our obligations with this responsibility awareness.

3. Our responsibilities to our employees

We ensure that employees' personal rights are fully and correctly exercised. We treat employees honestly and fairly, and commit ourselves to a non-discriminatory, safe and healthy working environment. We give the necessary effort for the personal development of our employees.

4. Our responsibilities to our suppliers

We behave in a fair and respectful manner as expected from a good customer and take due care to fulfill our obligations in a timely manner. We carefully protect the confidential information of the people and organizations we make business with.

5. Our Responsibilities Towards Society and Humanity

Protection of democracy, human rights, and the environment, education and charity are important for us. We respect the traditions and cultures of the countries where we carry out the project with. We do not provide and accept products and services those are above their purposes nor bribes or gifts.

II. POLICIES SUPPORTING BUSINESS ETHICS RULES

A. Abuse of Duty

Employees can't act in the interest of its own and / or relatives and other than the diligence expected from them.

Employees may not directly or indirectly gain personal gain from the purchase and sales activities of the Company and all transactions and contracts to which the Company is a party.

Employees shall not engage in acts or conduct contrary to morality, law or Company discipline.

B. Use of Resources

Company interests are taken into consideration in the use of resources to be made on behalf of the Company. The Company's assets, facilities and personnel may not be used outside the Company under any name and for any name and benefit, without the Company's interest.

Correct use of resources for the benefit of the Company also requires the correct use of time. During business hours Company employees shall make good use of their time shall not allocate time for private work during business hours. Managers cannot assign employees for their personal work.

C. Establishing and Maintaining a Fair Working Environment Policy

The Company considers creating and maintaining a fair working environment for employees as one of its top priorities.

1. Privacy and personal areas of the employees are respected.

2. In addition to all kinds of immunity of employees, physical, emotional and private immunities are also cared.

3. Taking any advantage of gender, religion, language and race is unacceptable

4. The workplace environment and physical conditions are ensured to be healthy and safe for all employees.

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