

SUPPLY CHAIN POLICY

Purpose

The purpose of this policy is to disclose the standards and principles Besler adopts in its relations with its suppliers. Implemented in the supplier relations within the management of Besler work processes, the policy covers supplier selection, management and development.

Scope

Besler and its affiliates manage their relations in compliance with the Supply Chain Policy. As part of the Sustainability Policy of Besler Gıda ve Kimya San. ve Tic. A.Ş., compliance of business partners in all business processes to United Nations Global Compact, International Labour Organization (ILO) Main Compacts, United Nations Children's Rights Compact and National Laws are taken into account as a principle with the purpose of continuity of a healthy and satisfactory life and leaving this cycle to the future generations.

Besler evaluates all its suppliers as per its policy and expects them to act in compliance with the following principles.

Working Conditions and Principles

Child Labour

Unless a higher age limit is stipulated in the local laws, no one below 15 years old who has not yet completed their compulsory education shall be employed (except the conditions indicated in International Labour Organization's (ILO) Compact No. 138). Employees older than the minimum working age and younger than 18 years old shall not be employed in jobs that constitute threats that may affect their developments and during hours that may hinder their education.

Forced Labour

Suppliers shall not employ people against the principle of forced or involuntary labour.

Fair and Equal Treatment

Suppliers are responsible of the health and safety as well as harassment of their employees; hence they shall take precautions to avoid any incidents. Suppliers shall take necessary measures against accidents and factors that could affect employees' health, and they shall provide regular training to their employees on health and safety.

Recruitment and promotion shall conform to merit principle. Discrimination shall not be allowed due to any reasons including race, gender, religion, sect, and thought, including termination of the employment contract.

Working Hours and Remuneration

Working hours, remuneration, overtime, leaves, fringe benefits shall conform to sector-specific regulations and no illegal disciplinary actions shall be adopted.

Association and Collective Bargaining

Suppliers shall respect employees' rights of association and collective labour agreement and shall not apply mobbing and discriminate the employees who use these rights.

Safe and Sanitary Work Environment

Suppliers shall conform to national laws regarding health and safety. Supplier is responsible from the safety and security of their employees and shall eliminate the risks of work accidents or occupational diseases or provide the necessary equipment and tools to keep these work accidents or occupational diseases at a minimum level while also providing an environment suitable for human health.

Ethics

Suppliers shall conform to the sector-specific agreements they are a party of, laws and regulations as well as competition conditions in compliance with regulations. They shall comply with the tender specifications and shall not take any action and make any offer to facilitate their businesses in a way that would turn the tender specifications in favour of themselves. Supplier shall not disclose our trade secrets to third parties without our permission and benefit from these kinds of actions.

Environmental Principles

Suppliers shall comply with environmental laws, directives and regulations in their business processes and ensure suitable measures, monitoring and organisation. They shall adopt a process management that would minimise their activities to have negative impacts on natural resources and they shall support the process with their activities.