	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

1. OUR COMPANY, VALUES, AND MISSION

Bentonite is a volcanic-origin industrial mineral with a wide range of applications across various sectors such as drilling, construction, casting, paper, geotextiles, agriculture, food, pharmaceuticals, and paint. Savaş Sanayi Madenleri Anonim Şirketi (SAMAŞ) combines its rich and high-quality bentonite reserves located in Reşadiye, Tokat, with quality-focused production processes to offer partnership solutions to its customers operating in diverse industries both domestically and internationally.

Savaş Sanayi Madenleri A.Ş. conducts all its operations in accordance with the following core values. These values are an integral part of our sustainable success as well as our responsibility towards our country, environment, and employees:

- Integrity and Transparency
- Unmatched Trust and Quality Standards
- Responsibility and Accountability
- Equal Opportunity
- Operational Excellence
- Customer Approach That Adds Value
- Future-Oriented Growth
- Strong Bonds and Shared Goals

The Ethical Rules of Savaş Sanayi Madenleri A.Ş. refer to the set of standards that all employees affiliated with the company are required to adhere to in their work processes. These standards constitute one of the fundamental elements representing the company's corporate culture, aligned with the company's policies, values, and the core values and principles of Ordu Yardımlaşma Kurumu (OYAK). Employees are obligated to comply with the "Ethical Rules" while performing their duties, and these rules apply to Savaş Sanayi Madenleri A.Ş. as well as all third parties and employees acting on behalf of the company.

2. OUR ETHICAL RULES AND WORKING PRINCIPLES


2.1. Integrity

SAMAŞ fulfills its responsibilities towards its employees, shareholders, suppliers and business partners, customers, competitors, the environment, and society within the framework of ethical values. It bases its relationships with employees and all stakeholders on honesty, integrity, and reliability. Accordingly, it expects all stakeholders to act with awareness of these principles.

2.2. Avoidance of Conflict of Interest

A conflict of interest refers to any benefit, including financial gain or personal advantage, that employees may obtain for themselves, their relatives, friends, or third parties or organizations with whom they have a relationship, arising from their job description, status, area of influence, or any knowledge and skills they possess.

The use of company resources, name, identity, and authority for personal gain, as well as any actions that may negatively impact the company's reputation and image, is the responsibility of all employees to avoid. Employees are obligated to avoid any actual or potential conflicts of interest and are responsible for ensuring that the interests of all relevant parties are protected in a lawful and ethical manner in such cases.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

Being in a conflict of interest situation is not considered a violation of these Ethical Rules; however, failing to disclose such a conflict of interest constitutes a violation of the Ethical Rules.

2.2.1. Prohibition on Transactions Benefiting Oneself or Relatives

Within Samaş Sanayi Madenleri Anonim Şirketi, it is fundamental that employees who are spouses, direct ancestors or descendants, or relatives up to the third degree do not have hierarchical relationships with each other and/or do not participate together in decision-making mechanisms. First-degree relatives include parents and children; second-degree relatives include grandparents, siblings, and grandchildren; third-degree relatives include aunts, uncles, and nephews/nieces.

Employees of Samaş Sanayi Madenleri A.Ş. shall have no financial interest in any company that has a business relationship with Samaş Sanayi Madenleri A.Ş., either for themselves or their family members. Managers responsible for hiring decisions shall not employ their spouses, close relatives, or relatives of these individuals.

It is essential that employees of Samaş Sanayi Madenleri A.Ş. refrain from engaging, directly or indirectly, in activities that require them to be considered as “merchants” or “tradesmen.” Under no circumstances, whether during working hours or outside of them, shall they work for another individual and/or institution in exchange for payment or similar benefits.


2.2.2. Accepting and Giving Gifts

Employees of Samaş Sanayi Madenleri A.Ş. must not request or accept any gifts, benefits, donations, hospitality, special discounts, commissions, or rebates that may influence or appear to influence their impartiality, decisions, or behavior for their own personal gain. Similarly, they must not offer or attempt to provide such items to third parties or organizations in a manner that could create undue influence.

Except for gifts of symbolic value with no doubt regarding their intention, those given in accordance with commercial customs and traditions, or those of promotional/souvenir nature whose approximate value does not exceed half (½) of the net minimum wage, employees shall not accept any gifts from individuals or organizations with whom there is a business relationship, including customers, suppliers, and dealers.

Employees of Samaş Sanayi Madenleri A.Ş. are strictly prohibited from accepting cash or cash-equivalent gifts (such as gift vouchers, commissions, etc.) regardless of the amount. They may not accept any form of cash, either as a gift or a loan, from suppliers, consultants, dealers, or competitors. Likewise, they must not request or have their travel expenses, event costs, or similar expenditures covered by such parties.

All gift and promotional materials to be offered by the company to customers, dealers, and other third parties with whom it has business relations must be approved by the senior management of the company. Employees may only offer gifts to business partners that are officially prepared by the company for promotional purposes; no other gifts may be given to institutions or individuals within the scope of a business relationship.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

In exceptional cases where local cultural values require the exchange of gifts beyond what is defined in company policy, such gifts may only be accepted on behalf of the company, and only following an evaluation with the Chairman of the Board of Directors. Gift exchanges must always be conducted in a manner that respects local customs. In this context, it is essential that any accepted gifts be utilized within the company rather than for personal use.

Under no circumstances shall the giving, receiving, or offering of bribes and/or commissions be tolerated.

2.2.3. Participation in Representation and Event Invitations

Employees of Samaş Sanayi Madenleri A.Ş. may not participate in events organized by third parties or institutions with which the company has a direct or indirect business relationship—such as invitations, outdoor events, artistic or sports activities, and domestic or international trips—if such participation could influence decision-making processes, create a potential conflict of interest, or be perceived as such by the other party. Exceptional cases are subject to the approval of the General Manager.

Offers from third parties, current or potential customers for free participation in conferences, promotional meetings, trainings, and similar events that are open to the public may be accepted with the approval of the department’s senior manager.

Business meals and publicly accessible conferences, receptions, promotional events, and seminars are considered outside the scope of these restrictions.

2.2.4. Establishment of a Business Relationship Between Former Employees and Samaş Sanayi Madenleri Anonim Şirketi


In order for individuals who were previously employed as permanent staff at Samaş Sanayi Madenleri Anonim Şirketi and have since left the company to establish a business relationship with the company in the form of sales, contracting, consultancy, brokerage, representation, distributorship, or similar roles, the following conditions must be met:

- The individual must not have any disciplinary records from the department in which they were previously employed,
- During the period following their departure, the individual must have respected the company’s intellectual property rights and complied with all legal obligations;
- There must be no conflict of interest arising from the duties previously undertaken by the individual.

Furthermore, if the former employee held a position granting access to sensitive information and commercial decision-making mechanisms, and intends to engage in business activities within the same or a similar field as their former role within the company, it is essential that no business relationship be established before a period of two (2) years has elapsed from the date of termination. During this period, the individual may not establish direct contact with the former employer’s customers or employees, nor may they use the company’s confidential information or trade secrets. The Ethics Committee is authorized to evaluate and approve exceptional cases.

2.3. Confidentiality and Protection of Trade Secrets

It is essential that the personal data of our employees, job applicants, customers, suppliers, and all other stakeholders—accessed in the course of business—be used and stored in accordance with the Law No. 6698

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

on the Protection of Personal Data.

The effective use and proper sharing of information, while ensuring its confidentiality, integrity, and availability throughout the process, is a shared responsibility of Samaş Sanayi Madenleri A.Ş. and all its employees.

Confidential information includes, but is not limited to, any information that may cause a competitive disadvantage to Samaş Sanayi Madenleri A.Ş. and OYAK Companies, documents provided by the company or accessible/learnable in the workplace due to one's position, trade secrets, financial and other information not yet disclosed to the public, employee personnel information, personal data of customers and stakeholders, as well as information protected under "confidentiality agreements" made with third parties within the scope of confidentiality and trade secret protection obligations. Unless disclosure is required by official authorities and legislation, this information cannot be disclosed to third parties, altered, copied, or destroyed. If any changes to the information are necessary, such changes shall be documented along with their history.

Every employee undertakes the confidentiality of the company's information and shall not share such information without permission or the necessary written authorization. In cases where information must be shared with third parties and/or organizations for the benefit of the company, a confidentiality agreement shall first be signed regarding the information sharing, or a written confidentiality commitment shall be obtained from the other party to ensure their understanding of the responsibilities related to the security and protection of the shared information. The protection and confidentiality of all financial and commercial information, agreements, and employee data belonging to the company is essential.


Samaş Sanayi Madenleri A.Ş. takes great care to protect the personal information of its employees and all stakeholders. Within this scope, all personnel records are maintained by the Samaş Human Resources Directorate. Personal information and private life of employees shall not be interfered with. Employee data shall only be used by authorized personnel within the scope of designated authorities and strictly for company purposes when necessary. Personnel-specific information reflecting company policy, including salaries, fringe benefits, and similar personal data, is confidential and cannot be disclosed to anyone other than authorized personnel. Such information shall be sent personally to the respective employee. Employees are prohibited from disclosing this information to others or pressuring colleagues to disclose such information. All ethical obligations concerning confidentiality continue to apply to employees after their termination from the company, regardless of the reason for departure.

Any use of confidential information and/or documents belonging to Samaş Sanayi Madenleri A.Ş. for obtaining benefits by means of insider trading is strictly prohibited.

2.4. Participation in Political Activities

Employees of Samaş Sanayi Madenleri A.Ş. have the freedom to express their personal political views in their individual capacities; however, political opinions cannot be represented using the company's name, brand, reputation, or job title within the company, nor can company resources be used for such purposes. The company does not hold any official political position or affiliation.

Employees must avoid any situations that may create a conflict of interest with their current duties and responsibilities due to their involvement in political activities. Participation in political activities should not lead to discrimination or expectations of loyalty within their employment relationships.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

Employees are required to comply with legal restrictions and regulations in their individual political activities.

Political campaigning is prohibited during working hours and within the workplace environment; under no circumstances may employees be asked to join a political party, nor may other employees' time be taken for such activities.

2.5. Social Media Usage

Except for employees explicitly authorized by their job description and authority, any sharing or personal commentary regarding Samaş Sanayi Madenleri A.Ş.'s corporate stance on social networking sites, blogs, dictionaries, forums, email groups, or similar platforms shall impose legal and ethical obligations on the employee.

Moreover, regardless of intent, employees are prohibited from posting the OYAK Companies' logos, content registered under the relevant company's name, or company-related information on their personal social media accounts. Such posts are incompatible with the company's corporate identity and confidentiality policies. Accordingly, compliance with the following rules is essential:


- Company email addresses may not be used to create accounts on social media platforms.
- Unauthorized photography is prohibited within company premises. Company images may not be shared on social media or other platforms without permission.
- Posts that harm the company's brand value, degrade our managers or employees, or violate laws or ethical standards are prohibited.
- Sharing content that may create unfair competition or adversely affect the company's commercial operations is not allowed.
- Posts that may cause conflicts of interest are prohibited.
Sharing content related to individuals' religion, skin color, ethnic identity, or cultural differences is strictly forbidden.

2.6. Respect for Human Rights

The principle that all individuals possess equal rights forms the fundamental basis of a fair working and competitive environment. It is essential that decisions that may undermine the sense of justice or violate the principle of equality based on culture, religion, race, gender, or similar factors are strictly avoided.

In line with the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, utmost care must be taken to respect and protect the human rights of employees, business partners, and the communities in which we operate.

Samaş Sanayi Madenleri A.Ş.'s human resources policy strictly does not tolerate discrimination. Accordingly:

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

- Recruitment Processes: Innate characteristics such as culture, religion, race, gender, or skin color are not considered as evaluation criteria during recruitment. Only candidates' competencies and suitability for the job position are taken into account.
- Promotion and Career Planning: Characteristics such as culture, religion, race, gender, or skin color are not used as evaluation criteria in internal promotion and career planning processes. These processes are conducted solely based on individual competencies, performance, and job requirements.

2.7. Compliance with Laws

All activities of Samaş Sanayi Madenleri A.Ş. (including trade, production, logistics, human resources, etc.) are conducted in accordance with applicable national and international legislation. The following questions serve as fundamental guidelines in the execution of activities:

- Are the decisions made compliant with national and international norms and laws?
- Are the decisions made consistent with ethical rules and working principles?
- Could the decisions made negatively impact the company's reputation?
- Do the decisions align with general ethical principles?

The following principles are fundamental in the fight against bribery, corruption, and money laundering:

- No personal payments, bribes, tips, or similar payments are accepted; likewise, similar offers shall not be made to customers, suppliers, public officials, or other third parties. Employees, business partners, suppliers, and customers are expected to comply with local and international regulations in combating corruption.
- Full compliance with laws prohibiting money laundering is ensured, and such offers or actions are absolutely intolerable. Suspicious situations must be reported immediately to the Ethics Committee.
- All reports, documents, financial statements, and records are prepared and maintained in accordance with national and international accounting principles.
- All records related to commercial transactions are regularly archived and legal retention periods are observed.
- When suspicious transactions are detected, they must be reported to the Ethics Committee without delay.


3. OUR DUTIES AND RESPONSIBILITIES

3.1. Our Legal Responsibilities

All domestic and international activities and operations are conducted within the framework of the laws of the Republic of Turkey and international law. Accurate, complete, and comprehensible information is provided to legal regulatory authorities and institutions in a timely and proper manner. While conducting all business activities, equal distance is maintained from all public institutions and organizations, administrative bodies, non-governmental organizations, and political parties without any expectation of benefit. This responsibility awareness guides the fulfillment of all related obligations.

3.2. Our Responsibilities Towards Our Employees

Company practices comply with the International Labour Organization (ILO) Conventions ratified by Turkey, the Labor Law No. 4857, the Occupational Health and Safety Law, and other applicable laws and regulations governing

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

employment and working life. The company is committed to establishing and maintaining a fair working environment. Employees are also responsible for fulfilling all legal requirements within the scope of their activities and acting in accordance with legal regulations.

Samaş Sanayi Madenleri A.Ş. hires employees based on the company's needs and the distinct talents of individual candidates, ensuring fairness in the implementation of human resources policies. The company supports and develops employees' professional skills and careers based on professionalism and equal opportunity principles, without regard to origin, gender, age, disability, or sexual, political, or religious identities. Employees' private lives and personal spaces are respected.

Samaş Sanayi Madenleri A.Ş. believes that the source of its sustainable development is its high-qualified employees who create value, and that this development is founded on trust, respect, loyalty, and strong bonds among employees.

A positive and harmonious working environment that supports collaboration is fostered within the company, conflicts are prevented, and individuals with different beliefs, thoughts, and opinions are enabled to work harmoniously. Religious propaganda is not permitted in the workplace.

Samaş Sanayi Madenleri A.Ş. ensures that the physical working environment and conditions are healthy and safe for all employees. Any violations of personal integrity through physical, sexual, and/or emotional harassment—whether at the workplace or any location related to work—and behaviors that may be considered as mobbing, such as alienation from work, performance deterioration, coercion to resign, or systematic pressure leading to resignation, are not tolerated. Any negative attitudes or behaviors towards individuals who report such violations or assist during investigations are considered violations of our ethical standards.

Samaş Sanayi Madenleri A.Ş. does not tolerate the employment of child labor or insecure working practices in any of its business processes. Subcontractors, business partners, customers, and other stakeholders are also expected to fully comply with these principles. Accordingly, the adoption and implementation of human resources policies in compliance with the International Labour Organization (ILO) Conventions ratified by Turkey is a fundamental requirement.


3.3. Our Responsibilities Towards Our Customers

Samaş Sanayi Madenleri A.Ş. aims to deliver high-quality products and services that create value for its customers, adhering to the principles of honesty, transparency, and professionalism at competitive prices.

The company operates with an understanding that responds to customers' needs and demands promptly and accurately. At every stage of its operations, Samaş Sanayi Madenleri A.Ş. continuously improves its products, services, technology, and processes to ensure quality, safety, energy efficiency, and development.

In line with the principle of providing clear and accurate information, the company always offers complete and truthful information about its products and services to customers with an equal approach, within a framework of respect and courtesy, and evaluates customer feedback to provide solution-oriented approaches.

In customer relations, no transaction shall be conducted without the customer's knowledge—even if it is in the customer's favor; customer vulnerabilities shall not be exploited, and profit shall not be pursued by providing incomplete or false information to customers.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

3.4. Our Responsibilities Towards Suppliers and Business Partners

Samaş Sanayi Madenleri A.Ş. selects all its suppliers objectively from among firms that fully comply with their legal obligations, have a good reputation, and possess expertise in their fields. The company treats its suppliers and business partners fairly and respectfully and exercises necessary care to fulfill its obligations on time.

Company employees shall not enter into any private business relationships outside of company activities with subcontractors, suppliers, business partners, or other persons and/or entities with whom the company has commercial relations, nor shall they borrow money or obtain goods/services for personal purposes.

Samaş Sanayi Madenleri A.Ş. emphasizes commitment to obligations, occupational safety, and confidentiality in the activities of its suppliers, subcontractors, and business partners, and operates in accordance with its ethical principles. It expects its suppliers, subcontractors, and business partners to conduct their activities toward the company in the same manner and to avoid any behavior that could damage the image of Samaş Sanayi Madenleri A.Ş.

3.5. Our Responsibilities Towards Our Competitors


Samaş Sanayi Madenleri A.Ş. does not engage in agreements or concerted practices aimed at directly or indirectly preventing, distorting, or restricting competition with competitors or other individuals or organizations in its fields of activity. The company avoids unfair competition and competes only within the boundaries of legal regulations and ethical standards.

Samaş Sanayi Madenleri A.Ş. does not permit situations that restrict competition, such as working or cooperating on market or price setting, or exchanging information for such purposes.

3.6. Our Responsibilities Towards OYAK Companies

Our responsibilities regarding OYAK's brand value, interests, and reputation are as follows:

- Our business partners, customers, and other stakeholders trust us because of our professional competence and integrity. We strive to maintain this reputation at the highest level.
- We provide our services within the framework of company policies, professional standards, our commitments, and ethical rules, demonstrating the necessary dedication to fulfill our obligations.
- We endeavor to offer services in areas where we believe we are and will remain professionally competent, aiming to work with customers, business partners, and personnel who meet criteria of integrity and legitimacy. We do not engage with parties that undermine public morals or harm the environment and public health.
- In public settings or where audiences may believe we represent the company, we express only the company's views, not our personal opinions. In relations with the press and on social media platforms, when expressing views related to our duties and/or personal preferences, we act with awareness that our opinions may be associated with the company.
- On social networking sites, blogs, dictionaries, forums, and email groups, we avoid expressions that could give third parties the impression that we represent the OYAK Group.
- When faced with situations that could place OYAK and OYAK companies at risk, or when encountering complex matters beyond our knowledge or expertise, we primarily consult the appropriate personnel by following proper technical and administrative consultation procedures.


	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

- Information assets provided by the company must be used for business purposes. These assets include hardware (desktop/laptop computers, terminals, portable data storage devices, printers/fax/copiers, etc.), software (all software installed on clients and servers), services (email, internet access, network resources), and company data components. The OYAK Group reserves the right to back up, report, review, and restrict the use of corporate information assets as necessary.
- When using resources on behalf of the company, we prioritize institutional interests and are sensitive to the protection of company assets. We avoid loss, damage, misuse, and waste of group assets. Under no circumstances, regardless of the name or on whose behalf or benefit, do we use company assets and facilities for non-company business. In cases where public interest or necessity applies, approval must be obtained from the highest manager of the relevant business unit and the General Manager.

3.7. Our Responsibilities Towards Society and the Environment

Samaş Sanayi Madenleri A.Ş. commits to achieving sustainability goals, minimizing environmental impacts, and adding value to society by taking all measures required by legislation, protecting the environment and human life in its core activities, and raising awareness and sensitivity among its employees. In this context:

- We organize training sessions to inform our employees about the efficient use of resources.
- We support business models that reduce waste production and promote recycling. We develop projects aimed at reducing hazardous and non-hazardous waste. We strive for our Zero Waste approach to serve as an example to all stakeholders.
- We develop rehabilitation projects for our mining activities.
- We take precautions to prevent environmental pollution that may result from potential accidents.
- We develop and implement projects to reduce water consumption and increase water reuse.
- We conduct research to reduce additives and chemical materials and promote the use of environmentally friendly alternatives.
- We aim to minimize the environmental impact related to the transportation, storage, and labeling of hazardous substances.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

4. IMPLEMENTATION

4.1. Procedures and Methods to Follow When Making Ethical Decisions

When creating an action plan, you should follow the steps below as a guide and ask yourself the relevant questions:

- Is this activity/behavior in compliance with laws, traditions, internal policies, and procedures? (Maintains standards)
- Is this activity/behavior balanced and fair? Would we be uncomfortable if a competitor (or someone else) did the same? (Maintains fairness)
- Would our company and stakeholders be uncomfortable if all details of this activity were made public? (Protects feelings and ethical values)
- To what extent does the “perceived reality” align with the “objective reality”? How would this situation be portrayed in the media, and what would a reasonable person think? (Protects the company’s image)

4.2. Duties and Responsibilities


4.2.1. Employees’ Duties and Responsibilities

The procedures and regulations related to the Code of Ethics and Working Principles clearly define the fundamental rules regarding how we should behave and perform our work. Compliance with these rules is the primary responsibility of all employees. Accordingly, the responsibilities of Samaş Sanayi Madenleri A.Ş. employees concerning the following items are essential.

- Always act in compliance with laws and regulations,
- Fully comply with the rules and instructions set forth within the scope of Occupational Health and Safety, and take necessary precautions while performing work,
- Read, learn, internalize, and apply the general and department-specific procedures and regulations applicable to the company, including the rules, principles, and values therein, and act accordingly,
- Consult with their manager and human resources regarding potential violations concerning themselves or others,
- Participate in training related to the Code of Ethics and Working Principles,
- Annually declare compliance with the Code of Ethics and Working Principles (applicable only for fixed-term personnel),
- Promptly report any observed potential violations to Human Resources, either anonymously or with name, in writing or verbally; base such reports, whenever possible, on reliable sources, information, and documents, and carefully avoid any notifications that may be defamatory,
- Cooperate with the Ethics Committee during ethical investigations and keep all related information confidential.

4.2.2. Duties and Responsibilities of Ethics Advisors

Ethics Advisors consist of the top executives responsible for human resources within the company, and their areas of responsibility are as follows:

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

- Provides guidance and consultation on questions and issues raised by employees.
- Refers unresolved issues or those requiring investigation related to ethical misconduct to the Ethics Committee.
- Contributes to resolving internal ethical misconduct cases upon the request of the Ethics Committee.
- Regularly or upon request reports misconduct and their outcomes to the Ethics Committee.
Acts as the company's contact person during Ethics Committee investigations and provides necessary support for the investigations.
- Monitors and follows up on the effectiveness of ethical practices within the company and supports their implementation.

4.2.3. Duties and Responsibilities of Managers

In addition to the responsibilities defined within the Code of Ethics and Working Principles, managers at Savaş Sanayi Madenleri A.Ş. carry additional duties. Accordingly, the responsibilities of managers are as follows:

- Support and ensure the establishment and maintenance of ethical rules within the company culture and working environment,
- Lead by example in the application of ethical rules and provide training to employees regarding these ethical standards,
- Assist employees in raising questions, complaints, and reports related to ethical rules,
- Provide necessary guidance when consulted, take all reports seriously, and promptly forward them to the Ethics Committee when needed,
- Structure the business processes under their responsibility to minimize ethical risks and implement necessary methods and approaches to ensure compliance with ethical rules.

4.3. Dispute Resolution


4.3.1. Ethics Committee Organization

Disputes related to ethical matters are resolved within the Ethics Committee of Savaş Sanayi Madenleri A.Ş. The Ethics Committee, as specified in the IKM-PRS-001 Personnel and Disciplinary Procedures, consists of the Chairman of the Board, the General Manager, the Senior Manager of Human Resources, and the Senior Manager of Financial Affairs. The Senior Manager of Human Resources serves as the rapporteur of the Ethics Committee. The functioning of the Ethics Committee, decision-making processes, internal disciplinary rules, and reporting procedures are detailed in the IKM-PRS-001 Personnel and Disciplinary Procedures.

4.3.2. Ethics Committee Working Principles

The Ethics Committee conducts its work within the framework of the following principles.

- Adopts a policy to prevent any possible retaliation against employees or individuals who report ethical violations, and keeps confidential the complaints, reports, and the identities of those who make such reports or complaints.
- Conducts investigations under strict confidentiality to the greatest extent possible.
- Has the authority to request information, documents, and evidence directly from the relevant unit involved. All obtained information and documents are examined solely within the scope of the investigation.

	ETHICAL RULES AND WORKING PRINCIPLES	Document No	<i>IKM-BLG-001</i>
		Initial Publication Date	<i>29.05.2025</i>
		Revision Date/No	<i>00</i>
		Page No	<i>12</i>

- All recorded minutes are signed by the members of the Ethics Committee.
- Investigations are handled promptly and resolved as quickly as possible.
- Decisions made by the Committee are immediately implemented.
- Relevant departments and authorities are informed about the outcome.
- The Committee Chair and members perform their duties independently, without influence from their departmental managers or organizational hierarchy, and cannot be subjected to pressure or suggestions regarding the matter.
- When deemed necessary, the Committee may consult experts and, without violating confidentiality principles, take measures to benefit from expert opinions during the investigation.