



Sustainable Supply Chain Policy

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Policy



At Pireks, we strengthen the foundation of our business with the principles of transparency, integrity, and sustainability. Our suppliers play a critical role in our success and customer satisfaction. Therefore, we are committed to managing our relationships with suppliers in a fair, ethical, and mutually beneficial manner.

The Pireks Supplier Policy provides guidance in key areas such as supplier selection, compensation, quality standards, environmental and social responsibility, contract management, risk management, and compliance. This policy enables us to establish strong, long-term relationships with our business partners and encourages continuous improvements to ensure the sustainability of our business.

This policy is based on international standards and agreements, such as the International Labour Organization (ILO) Conventions, the United Nations Global Compact, the Convention on the Rights of the Child, and the Anti-Corruption Convention.

As Pireks, we place great importance on sustainability, ethical business practices, and the protection of workers' rights at every stage of our supply chain. Our suppliers are required to fully comply with these values and adopt the principles that form the basis of our collaboration.

Child Labor

Pireks suppliers must comply with the legal minimum age requirements and, in accordance with ILO Convention No. 138, must not employ workers under the age of 15 (or 14 in some developing countries). Young workers above the minimum age must be protected from any hazards that may harm their social, physical, and emotional development or health, and their education must not be hindered.

Forced Labor

Employment must be voluntary. Pireks suppliers must not engage in forced labor under any circumstances, including physical, sexual, psychological, or verbal harassment, or engage in illegal practices such as withholding original identification documents.

Fair and Equal Treatment

Suppliers must not discriminate in hiring or in the workplace based on gender, ethnicity, religion, race, nationality, age, physical capacity, pregnancy, marital status, sexual orientation, union membership, political views, or similar factors. A work environment should be created where employees are valued and respected. No tolerance should be shown for any form of harassment or mistreatment.

Freedom of Association and Collective Bargaining

The right of all employees to organize and engage in collective bargaining must be respected in accordance with legal regulations. Employees who exercise these rights should not be subjected to pressure or discrimination.

Working Hours and Compensation:

All employees must have legal working permits and be under contract. Fair compensation, at least at the minimum wage level, should be provided, with payments being regular and on time. No discrimination should

occur in compensation. Legal entitlements, such as leave, severance, overtime pay, and other benefits, must be provided in accordance with legal requirements. Working hours and overtime must comply with laws and industry standards.

Safe and Clean Work Environment:

Pireks suppliers are responsible for providing their employees with a safe, healthy, and hygienic working environment. Necessary controls and maintenance must be carried out to prevent work-related accidents and illnesses, minimize risks, follow safety procedures, and provide protective equipment. In this regard, necessary occupational health and safety training must be provided, and records of training, accidents, and preventive measures should be kept. Practices must be in compliance with applicable national laws and regulations.

Environmental Protection:

Pireks suppliers must comply with all relevant environmental laws and regulations. Necessary environmental permits must be obtained, and compliance with these laws should be ensured. Suppliers should work to minimize their consumption, carbon and air emissions, natural resource use, and waste generation. The storage, transportation, and use of chemicals must comply with environmental regulations to avoid harm. Waste disposal and wastewater treatment should be carried out in accordance with environmental obligations and limits.

Ethical Principles:

Suppliers must comply with all applicable laws and regulations, maintaining transparent and up-to-date records to prove compliance with these regulations. Suppliers must not tolerate any form of corruption or bribery; they must not accept or offer bribes or gifts to gain favors or facilitate business. Mechanisms and policies to combat corruption and bribery should be established. Suppliers should avoid situations that create conflicts of interest and protect stakeholders' intellectual property rights. Pireks encourages and guides suppliers in receiving training on business ethics and compliance.

Supplier Selection and Evaluation:

Supplier selection is based on the principles of transparency, objectivity, and fair competition. Suppliers are evaluated based on their professional capabilities, reputation, financial status, and past performance.

Relationships with suppliers are managed through supplier compliance evaluations and regular performance reviews.

Fair Compensation and Payments:

Pireks ensures fair and competitive pricing for suppliers and makes payments on time. Payments are determined according to the contracts and agreements, and are made in accordance with the principle of transparency.

Fair Competition in Supplier Relationships:

Pireks encourages fair competition in its relationships with suppliers and does not grant any preferential treatment to any supplier. The principles of impartiality and equality are maintained among suppliers.

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Product and Service Quality:

Pireks works closely with suppliers to ensure that the products and services received are of high quality and provides opportunities for suppliers to develop and improve.

Contract and Relationship Management:

Pireks enters into contracts with suppliers and effectively manages these relationships. Collaboration and communication are supported through regular meetings and performance evaluations.

Risk Management and Continuous Improvement:

Pireks identifies, evaluates, and manages risks within the supply chain. Supplier performance is continuously monitored, and improvement activities are implemented when necessary.

Reporting Policy Violations:

Stakeholders can report any violation of laws, regulations, or the Pireks Copper Alloys Sustainability Supply Chain Policy to info@pireks.com. All reports will be treated confidentially, and identities will remain protected as allowed by law.

Commercial Director

Kadir KOŞAR