

Responsible Supply Chain Policy

Department: Corporate Communications and Sustainability

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At Tiryaki Agro, we uphold ethical, environmental, and social responsibility principles throughout every link of our supply chain; we base our operations on sustainable business relationships. Together with our suppliers, we aim to build a more sustainable future. By establishing an effective Environmental and Social Management System (ESMS) fully compliant with national and international legislation, we integrate sustainability into the core of our business processes.

1. PURPOSE

This policy aims to ensure responsible, ethical, and sustainable practices in Tiryaki Agro's supply chain processes. The policy is based on the adoption of the following principles and values in all business relationships conducted with our suppliers, subcontractors, and partners:

- Respect for fundamental human rights,
- Fair working conditions,
- Compliance with occupational health and safety standards,
- Awareness of environmental responsibility,
- Conservation of natural resources,
- Traceability within the supply chain.

Within this scope, our primary objectives are the prevention of child labor and forced labor, the elimination of discrimination, the protection of trade union rights, the promotion of safe working environments, the reduction of environmental impacts, and the adoption of a transparent and accountable management approach.

2. SCOPE

The policy covers all activities and the value chain carried out at all Tiryaki Agro locations. All our stakeholders are included within the scope of the policy, primarily our employees, contractors, suppliers, business partners, and farmers.

3. OUR PRINCIPLES

Ethics and Compliance

We base all our business processes on honesty, transparency, and accountability. Within this scope:

- We expect our suppliers to fully comply with national and international regulations, sanctions, export controls, and ethical trade principles.
- Bribery, corruption, conflicts of interest, secret agreements, and any behavior that disrupts competition are strictly prohibited.

Human Rights and Social Responsibility

Our fundamental principle is to adopt a respectful, fair, and inclusive work culture toward human rights at every stage of our supply chain. In this context:

- Child labor, forced labor, discrimination, harassment, or mistreatment are intolerable. We expect our business partners to provide safe, fair, and dignified working conditions for their employees.
- We require our suppliers to protect the rights of seasonal, migrant, and contract workers and to fully comply with relevant national and international laws regarding fair wages, social security, and working hours.
- We prioritize suppliers who promote practices that support the participation of women, youth, and vulnerable groups in the workforce.

Occupational Health and Safety

Protecting the health and safety of all stakeholders in our supply chain is our top priority. Within this scope:

- All our suppliers must fully comply with occupational health and safety (OHS) regulations and Tiryaqi Agro's standards while conducting their activities.
- By adopting a risk-based approach, we provide our suppliers working in our fields with the necessary equipment, training, and protective measures without exception.
- We regularly monitor our suppliers' occupational health and safety performance and request corrective action plans when necessary.

Environmental Responsibility

We promote environmentally sensitive production and resource use at every stage of our supply chain and expect all our stakeholders to take responsibility for reducing their environmental impact. Within this scope:

- Our suppliers are obligated to measure, monitor, and take necessary measures to reduce the environmental impacts resulting from their activities.
- We consider energy and water efficiency, waste management, emission reduction, pollution prevention, and biodiversity conservation practices in supplier evaluations.
- We encourage the implementation of sustainable agricultural practices and methods that protect soil health, water quality, and ecosystem integrity in food supply chains.
- We expect our suppliers to fully comply with legal and international standards in the use, storage, transportation, and disposal of chemicals.
- We periodically assess our suppliers' environmental performance and expect improvement plans to be prepared and implemented when necessary.

Traceability and Transparency

We regard traceability of resources and transparency in information flow throughout our supply chain as fundamental elements of responsible supply management. Within this scope:

- It is essential that the origins of products, raw materials, and production processes in our supply chain are traceable.
- We expect our suppliers to regularly record data related to their production, environmental, and social performance and to be open to audits by Tiryaqi Agro or independent third parties when required.
- We uphold the principle of transparency in data sharing, reporting, and audit processes.

Supplier Evaluation and Auditing

We regularly evaluate all stakeholders in our supply chain for their environmental, social, and ethical performance and monitor their compliance with our sustainability standards. Within this scope:

- We assess our suppliers based on environmental, social, ethical, and occupational health and safety criteria at the start of the business relationship and at regular intervals.
- In cases of unresolved or repeated non-compliance, we suspend or terminate the supplier relationship.
- We track audit and evaluation results through supplier performance scoring and improvement plans, aiming for continuous development.

Grievance and Implementation Mechanisms

We ensure the operation of transparent reporting mechanisms where all our stakeholders can safely, confidentially, and accessibly express their concerns. Within this scope:

- We implement accessible, impartial, and confidentiality-based complaints and reporting mechanisms for our suppliers, their employees, and other stakeholders.
- We handle all reports without discrimination or retaliation and share the outcomes transparently with relevant parties.
- We view the complaint mechanism not as a punitive tool but as an opportunity for continuous improvement and dialogue.
- We expect our suppliers to establish effective internal reporting channels for their own employees and subcontractors and to communicate these mechanisms to all their stakeholders.

Continuous Improvement and Capacity Building

With our sustainable supply chain approach, we support all our suppliers in continuously improving their environmental, social, and ethical performance. Within this scope:

- We provide guidance, training, technical support, and collaborative processes for our suppliers.
- We monitor supplier performance regularly through ongoing monitoring and performance scoring.
- We update evaluation results annually and set specific improvement plans based on risk categories.

Organizational Structure and Responsibilities

To achieve our sustainability goals, we operate with a strong organizational structure and a clear sense of responsibility. Within this scope:

- Under senior management supervision, we ensure active participation of all departments in the processes.
- We communicate all policies and procedures to our employees and suppliers in a clear, accessible, and understandable manner to support their internalization.

4. IMPLEMENTATION

All our managers, employees, business partners, and suppliers are responsible for the implementation of our policy. The Corporate Communications and Sustainability Directorate Team coordinates the process, while senior management assumes ultimate oversight and accountability.

5. MONITORING AND REPORTING

We monitor the effective implementation of our policy through internal audits and independent reviews. The results are shared transparently in our annual sustainability reports and stakeholder meetings.

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Chief Executive Officer

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