

Introduction

Our company is committed to adhering to ethical values and principles of fair trade as a fundamental part of its business processes. Our relationships with suppliers are based on maintaining these high standards and ensuring sustainable collaboration. This handbook has been prepared to clarify our expectations of suppliers and to support their alignment with ethical principles.

We expect our suppliers to accept and adhere to the policies outlined in this guide, conducting business in accordance with these principles. The following policies and principles form the foundation of our collaboration.

Ethical Principles and Policies

1. Working Conditions

- **Forced Labor:** No supplier shall employ individuals through coercion, threats, pressure, or deceptive claims. Employment must be fully voluntary, ensuring that individuals work of their own free will.
- **Child Labor:** In compliance with International Labor Organization (ILO) standards, individuals under the age of 15 shall not be employed. Young workers aged 15-18 may only be employed under safe conditions and in accordance with local laws. They are strictly prohibited from working in hazardous environments or night shifts.
- **Harassment and Discrimination:** Suppliers must not allow any form of physical, sexual, psychological, or emotional harassment against their employees. Discrimination based on race, gender, religion, political opinion, or other individual differences is unacceptable.
- **Wages and Working Hours:** Suppliers must pay their employees in accordance with local labor laws and provide all due rights, including overtime. Working hours must comply with relevant legal regulations, and weekly rest periods must be provided.

2. Sustainability

Sustainability is one of our core values, and we aim to strengthen long-term collaboration by considering environmental, social, and economic balance within our supply chain. Suppliers are expected to actively contribute in the following areas:

Environment

- Utilizing environmentally friendly materials and production techniques.
- Conserving natural resources and ensuring energy efficiency.
- Complying with waste management and recycling processes.



Occupational Health and Safety

- Providing safe working conditions and continuously improving to reduce risks.
- Assessing all workplace risks and taking necessary measures to ensure employee health and safety.
- Developing emergency procedures and regularly training employees.
- Supplying personal protective equipment and encouraging its proper use.

Social Responsibility

- Protecting employee rights and ensuring fair working conditions.
- Supporting community projects and social responsibility initiatives.
- Contributing to projects that benefit society in areas such as education, health, and the environment.

4. Prevention and Management of Conflict of Interest

A conflict of interest refers to situations that may undermine professional responsibilities and erode trust in business relationships. Our company expects suppliers to avoid such situations. In this context:

- Maintain transparency and impartiality in relations with our employees, avoiding situations that could lead to conflicts of interest.
- If there are family ties, financial interests, or other personal connections that could affect the business relationship between the company and the supplier, report this to etik@bimedteknik.com
- Following the notification, mutual discussions will be conducted, and necessary measures will be taken to ensure that neither our company nor the supplier is adversely affected.

The purpose of this policy is to ensure transparency in our business relationships to build long-term and reliable partnerships. Failure to report conflicts of interest may result in the suspension or termination of business relations.

5. Competition and Fair Trade

Suppliers are required to act in accordance with the principles of fair competition. This includes:

- Prohibiting price fixing, market sharing, or other unlawful agreements with competitors.
- Sharing commercial information only with authorized parties and safeguarding the confidentiality of such information.
- Making business decisions based on independent evaluations and free from external influences.

6. Prevention of Bribery and Corruption

Suppliers are expected to maintain business relationships with our company based on honesty, transparency, and professionalism. Offering or accepting bribes or improper advantages is strictly prohibited. Additionally, suppliers must refrain from providing inappropriate gifts, hospitality, or advantages to public officials or private individuals on behalf of our company.

7. Gifts and Hospitality

Transparency and impartiality are essential in the business relationship between our company and suppliers. Gifts, hospitality, or any personal benefits that could influence business decisions should be avoided. Suppliers are expected to adhere to the following:

- Refrain from offering financial or personal benefits, gifts, hospitality, or other incentives that could influence decisions and business relationships.
- Ensure that incentives related to products and services provided align strictly with professional standards.
- Immediately report any potential improper situations to our company.

Adhering to this policy is essential for maintaining trust in long-term business relationships between our company and suppliers.

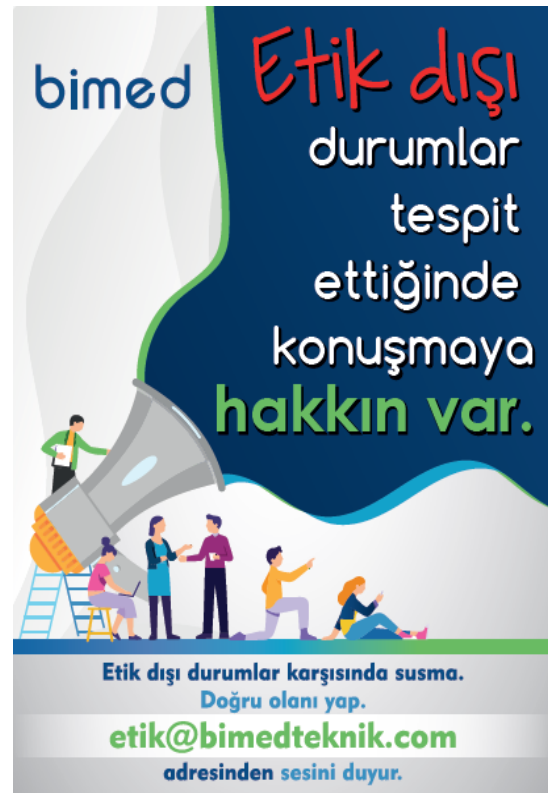
8. Reporting Ethic Violations

Suppliers must report any situation that violates our ethical principles as soon as possible. Our company will handle such reports in line with confidentiality principles and ensure the protection of reporting suppliers.

Prompt reporting of ethical violations is critical to maintaining transparency and mutual trust in our business relationships.

The communication channels provided by our company for reporting ethical issues are as follows:

- Email: etik@bimedteknik.com
- Phone: +90 212 8757376 / Internal Audit, Risk, and Compliance Department



9. Consequences of Policy Violations

Non-compliance with these ethical principles may result in the suspension or termination of business relationships. Our company will take all necessary steps to uphold ethical standards in the supply chain.

Conclusion

This guide summarizes the fundamental principles and expectations that suppliers must adhere to during collaboration. Our company's ethical values and sustainability approach aim for long-term partnerships based on trust and transparency.

The adoption of these rules by our suppliers will ensure strong collaboration based on mutual benefit and responsibility. Our company is always committed to upholding ethical principles and maintaining business relationships within this framework.

For any questions or contributions, please do not hesitate to contact us. Thank you for your cooperation and commitment to ethical values.

Dear Business Partner,

As Bimed Teknik Aletler San. ve Tic. A.Ş., we believe that long-term collaborations thrive on shared values and ethical business practices. To further strengthen our partnership, we kindly ask you to review our "Code of Ethics for Suppliers."

In alignment with our principles of honesty and trust, your future collaboration with Bimed Teknik Aletler depends on compliance with the values outlined in this document. By signing this document, your company demonstrates its commitment to universally accepted ethical standards and its willingness to remain a valued business partner.

If your company already has a similar "Code of Ethics" document, we equally accept it. In such cases, please share a copy of the relevant document for inclusion in our partner data file.

Should you have any questions or require clarification, please do not hesitate to contact our Internal Audit, Risk, and Compliance Department.

We thank you for your continued collaboration and wish for a successful partnership based on shared ethical values.

Sincerely,
Bimed Teknik Aletler San. ve Tic. A.Ş.

Acknowledgment Details

Company Name:

Company Address:

Signatory Name & Surname:

Title:

Signature

Date: