



Ethical Principles and Standards Document

Document No	Hol_Sur_Pol_8.1	Revision Date	-
Release Date	16.08.2024	Revision No	-

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Basics and Compliance

Inclusivity

All employees of the Company must comply with the codes of conduct. The moral principles are the fundamental principles and standards of business conduct which will be consistently observed by the enterprise management, employees and contracted business partners of the Company in all activities of the Company.

Honesty and Accountability

The Company establishes a relationship based on honesty in all of its processes and with all of its stakeholders. In all of its activities and processes, the Company has adopted it as a principle to expressly and rightfully share its purposes and goals as well as the path to be followed during its activities and processes in both its internal and external relationships and in relation to such activities and processes.

The Company agrees that in the case of any acts that are in contrary to the Codes of Conduct in its internal and external activities, it will take the necessary measures within the framework of the laws and it will assume the responsibility of the nonconformities that will arise from such contrary acts.

Respect and Justice

In all activities of the Company, it is essential for any and all real persons and legal entities, who are involved in such activities, to be in a business relationship based on mutual respect without any discrimination. The Company's concept of respect does not include the concepts of superiority and self-righteousness, but means an equitable sense of respect.

The Company is a global legal entity that operates at various geographical locations. The Company declares that while it carries out its activities, it will primarily adhere to the judicial system of the countries where it operates, it will recognize the superiority of the global compacts and local law, and it will do business accordingly.

Internal Codes of Conduct

Sense of Individual Liability

All employees of the Company are the representatives of the organization with their professional identities. The written and verbal statements and behaviors of all employees are relevant to the corporate reputation of the Company.

The employees of the Company adopt it as a principle to act in compliance with the Codes of Conduct established within the framework of global acceptances. All employees are aware that any behaviors of them have effects on the corporate reputation and the business stakeholders, and they act accordingly.

Respect for Human



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It is essential that the individuals in all duties and positions in the Company and everyone with whom the Company has external business relationship are principally treated with respect as human. Respect is the basis for the Company's effort to creating a work environment where humans and personal development are esteemed, the equality of opportunity is ensured, and the employee satisfaction is prior. Everyone agrees and declares that they will adhere to the principle of respect in all of their physical and verbal communication and relationships.

Safety, Health and Environment

In the Company, the principles of human health and safety, environmental compliance and protection of the environment are the issues which are taken into consideration before the sense of production. Any business decision cannot be taken so as to threat the health and safety of humans and the environment. All necessary measures can be taken at corporate and individual initiative levels for all employees and external stakeholders to live in a safe and healthy environment starting from the work environment.

Protection of Information and Confidentiality

All employees and the stakeholders who have internal information are obliged to protect any kind of information related to the Company the disclosure to the public of which is not approved in written.

The employers have adopted it as the fundamental principle to keep confidential the legal/actual personal information of their employees as well as any kind of market information and strategies that are considered as corporate trade secrets by the Company as well as this is legally regulated. This information cannot be shared even if partially, regardless of their purpose and platform.

If an employee at any level makes a request for the disclosure of the company secrets or a part thereof where the employees institutionally or individually represent the company, this request may not be fulfilled without applying to the internal authorities.

Notification of Nonconformities

All employees have the right to notify the competent authorities of the practices which they consider to be not in compliance with the Codes of Conduct. In addition, an Ethical Committee has been established within the organization of the Company.

The Company has established an "Ethical Hotline" as an ethical communication channel and has defined the relevant procedures. The notifications about the Codes of Conduct and the Ethical Hotline are published on the website of the Company and Akfen Corporate Intranet Page (Akfen'iz).

When any circumstance breaching the Codes of Conduct is notified, it is guaranteed that the personal information of the person who made the notification will be kept confidential and all of their rights will be protected.

External Codes of Conduct



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Corporate Citizenship

In the cases where they individually represent the Company, the employees of the Company are inherently at the status of corporate citizens of the geographical location where they reside. As a requirement of corporate citizenship, it is fostered and promoted that the activities that will support the economic, social and environmental development of the current geographical location are suggested and implemented.

All kinds of corporate social responsibility practices of the Company are open to the voluntary engagement of the employees from all levels within the framework of their competencies and qualifications. The Company supports the individual volunteering activities of all of its employees, including the non-institutional projects, within the bounds of possibility.

Relationships with Business Partners

The sense of justice, clarity and transparency is essential in the relationships with the unions, associations and other organizations operating within and outside the field of business, especially the good and service suppliers.

Any kinds of relationships and practices which will provide privilege to the suppliers in a manner that will prevent fair competition and which may cause conflict of interest are avoided. Likewise, it is essential to adhere to the principle of clarity in the relationships with legal entities/real persons, including the trade unions involved in the field of corporate business and the non-governmental organizations having interests and activities within this field.

Sense of Competition

The Company adopts and supports the sense of fair competition in all of its activities, mainly its primary line of business, and its relationships with its business partners together with all of its employees. It has an attitude against the practices that may lead to unfair competition in both its own area of business and the areas of business and industries where it receives and provides services, and it takes measures when necessary.

The practices which will lead to monopolization, imbalance in the market by collaborating with competitors, and misuse of power and competitive advantage beyond the competitive advantages permitted by the laws are unacceptable.