CODE of CONDUCT POLICY

1- Scope of the code of conduct

All DESAN workers, All direct suppliers, Selected sub-suppliers, All contractors and/or agents of any legal entity, Government owned or operated utility companies, Distributors are in scope of the code of conduct.

2- Legal compliance

DESAN respects all applicable laws and regulations and prevailing industry standards. Also DESAN offer to supplier that respect of legal compliance.

3- Code of conduct

DESAN conduct business in an ethical and lawful manner and act with integrity and in compliance with all applicable laws including anti-trust laws.

DESAN avoid participation in or knowingly benefit from, any kind of corruption, extortion or bribery. Consequently, the DESAN may not offer,promise, authorise or give anything of value to any public official in any country, or to any business partner, in order to gain any improper business advantage of any kind. In addition, the DESAN may not solicit or accept any form of bribe from any person.

4- Working and employment conditions

DESAN provide a safe and healthy working environment for all their employees. An employee is an individual who works part time or full time, under an open or fixed term contract of employment, that may be oral or written. This applies to any company provided accommodation.

DESAN has effective health and safety management systems that ensure, among other things:

• Compliance with applicable laws and regulations.

• Compliance with customer requirements.

• Management of hazards and risks associated with its operations

DESAN continuously works to reduceand mitigate health and safety risks in the workplace. DESAN educate, train and protect all employees from any harm arising from workplace activities.

DESAN exercise due diligence when designing, manufacturing, and testing products; In order to protect against product defects which could harm the life, health or safety of people, likely to be affected by the defective product, or have an adverse impact on the environment.

DESAN not use, or permit the use of, corporal punishment or other forms of mental or physical coercion or abuse, nor execute threats of such treatment.

DESAN not engage in or support discrimination and to adopt a non-discriminating practice that strives to ensure equal treatment in recruitment, hiring, compensation, access to training, employee benefits and services, promotion, termination and retirement, irrespective of age, gender, race, colour, disability, religion or belief, language, national or social origin, trade union membership, or any other status recognised by international law.

The acceptable minimum age for employees is 18 years.

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At DESAN All employees can enjoy the freedom of movement during the course of their employment.

At DESAN Personal/employment documents or payment of compensation will not be withheld, thereby preventing such an employee from terminating his/her employment.

DESAN pays all employees a fair and equal compensation, in accordance with national laws and regulations, including overtime hours legally mandated benefits.

DESAN complies with appropriate working hour requirements as established by national law or relevant collective agreements. DESAN ensure that overtime is voluntary, communicated to the employee and appropriately compensated in accordance with local and international regulations and collective agreements.

DESAN can not deduct workers' salary for disciplinary reasons. Only can ask reasons with letter from worker.

DESAN accepts that; Association member worker representatives is also represents the workers who are not association members. (Engineers, officers … etc …)

5- Environment

DESAN complies with all relevant local and national environmental laws and regulations,

as well as all requirements for environmental licences and permits.

DESAN has established and enforces a policy or practice for its operations and products, which

confirms commitment to care for the environment and a guideline on the consistent application of the approach throughout the workplace. (SEE : DESAN ENVIRONMENT POLICY)

DESAN takes steps to promote environmental responsibility.

DESAN has a steps for Hazardous Substance Management and Restrictions according to Turkish Laws.

DESAN has a steps for Wastewater and Solid Waste Emissions according to Turkish Laws.

DESAN has a steps for Air Emissions according to Turkish Laws.

DESAN has a steps for Environmental Permits and Reporting according to Turkish Laws.

DESAN has a steps for Pollution Prevention and Resource Reduction according to Turkish Laws.

Prepared By:	Checked By:	Approved By:
Haluk Serkan Durmuş	**Cafer Gokçe**	**Bahadır Demirag**
Quality Manager	*HR Manager*	*General Manager*

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