



ETHICS AND COMPLIANCE POLICY

3Teks Medical Textile Ethical Principles; It has been created to guide our managers, employees and business partners (suppliers, customers, dealers, consultants, all kinds of representatives acting for the company, etc.) and is implemented with devotion by 3Teks Medical Textile. All 3Teks Medical Textile employees are required to comply with the 3Teks Medical Textile Ethical Principles as well as the legal regulations of our country and the countries with which we have business relations. 3Teks Medical Textile also expects its business partners to take the necessary measures to comply with the 3Teks Medical Textile Ethical Principles and related policies, to the extent relevant. Although compliance with the 3Teks Medical Textile Ethical Principles is the duty of all 3Teks Medical Textile employees, the senior management of 3Teks Medical Textile is expected to show leadership in this regard.

Our Code of Ethics is based on the following three operational principles:

- 1. Prevention:** We aim to establish and spread a culture of honest work at all levels in all countries where we operate.
- 2. Detection:** We encourage our employees to report nonconformities and be a voice for our values.
- 3. Reaction:** We report violations, investigate them with a proper and fair approach, apply the relevant sanctions if necessary, and work to continuously develop and improve our own system. In cases that are not explicitly included in the 3Teks Medical Textile Ethical Principles or policies, we act in accordance with the spirit of our Ethical Principles and in accordance with the basic ethical values.

Our Ethical Principles:

- Respect for Human Rights,
- Compliance with the law under all circumstances,
- Anti-Bribery and Anti-Corruption,
- Prevention of conflicts of interest,
- Compliance with Economic Sanctions and Export Controls,
- Protection of Privacy and Insider Information,
- Creating a Healthy and Safe Work Environment,
- Use of Social Media Accounts,
- Acting Honestly and Fairly in Relations with Our Stakeholders.

The Ethics and Compliance Policy, which is designed to ensure compliance with the current legal regulations, ethical principles, global voluntary codes and standards, to prevent





possible violations and to take the necessary measures, includes inclusive and regulatory principles that include our business partners and stakeholders in our entire value chain, especially our company employees.

3Teks Medical Textile's Ethics and Compliance Policy forms the foundations that enable 3Teks Medical Textile to implement its corporate business ethics philosophy. This policy, which is carried out in line with the legal regulations that we undertake to comply with at every stage of all our activities and our ethical principles, includes the following basic principles;

- We comply with all legal regulations with a high level of ethics, and we manage the compliance processes as a part of risk management by taking the necessary precautions.
- As an important representative of the global community in the business world, we support all the principles contained in the Universal Declaration of Human Rights and declare that we are against discrimination at every stage of our activities.
- We are committed to complying with the principles of fair trade within the scope of the United Nations Sustainable Development Goals in all our activities.
- We comply with all legal regulations related to the protection of the ecological environment in the regions where we operate, and we make maximum efforts to reduce our environmental impact.
- We protect the corporate, personal and asset information we have due to our activities in accordance with the legal regulations and take all measures related to information security.
- While taking the necessary precautions regarding the health and safety of our employees, we provide the best working conditions for them, manage and supervise the necessary processes to prevent unethical behaviors that may put our company's reputation and assets at risk.
- We declare that all managers of our company take full responsibility for ensuring that our ethical principles are fully understood inside and outside the company, as well as being role models in terms of compliance.

General Manager

