



ONSA RAFİNERİ A.Ş.

BUSINESS ETHICS PRINCIPLES

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Business Ethics Principles determine the minimum rules to be followed at Onsa Rafineri A.Ş. These principles help the management in situations where decisions need to be taken and reflect the spirit of positive understanding to our employees and customers by establishing trust within Onsa Rafineri A.Ş.

Onsa Rafineri A.Ş works in accordance with the conditions specified in the LBMA Gold Supply Chain Regulation, Borsa Istanbul Precious Metals Responsible Supply Chain Compliance Guide and other international standards, and these ethical principles are the standard principles that ensure the fulfillment of its corporate commitment in the Gold supply chain.

The principles of business ethics are the expression of the ethical values and basic professional standards that we expect our board members and employees to abide by. It is known that any failure in these matters will put Onsa Rafineri A.Ş at risk.

Within the scope of this important business ethics strategy, Onsa Rafineri A.Ş management takes care to do business with the decisions taken and policies developed to respect the rules adopted.

Onsa Rafineri A.Ş.

- * Knows that integration is important for long-term success,
- * Takes responsibility for its actions and fulfills its promises to its employees and shareholders,
- * Always attaches utmost importance to environmental factors and quality,
- * Gives importance to the confidentiality of customer data, except for legal requirements,
- * Respects people's privacy and personal data,
- * Works by complying with the instructions, methods, rules and guidelines related to the relevant areas of responsibility and carefully applies the determined measures and approaches,
- * Does not employ child labor,
- * It is against forced employment. Terminates the employment contract in accordance with the legal regulations and the conditions specified in the employment contract,
- * In order to ensure the occupational safety of all employees, it fulfills its responsibilities in accordance with the relevant legislation and laws and carries out its activities by providing a healthy working environment for its personnel,
- * Creates a workplace environment characterized by human rights, responsibility, excellence and trust,



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- * Rejects all kinds of discrimination and takes only personnel qualifications and job performance as criteria for personnel selection and evaluation,
- * Does not tolerate the use of physical, psychological or verbal violence in any way and refrains from degrading behavior of employees,
- * It only makes promises it can keep,
- * Ensures that customer complaints are handled promptly,
- * Acts with environmental and social responsibility awareness in all its works,
- * Ensures that the members of the board of directors and all employees comply with the standards and conditions set by the applicable laws, rules and regulations,
- * Prevents money laundering and corruption, complies with competition laws and avoids ethical or unfair competition practices,
- * Complies with all applicable legislation and tax laws for the sector,
- * Keeps the records of all business activities up to date,
- * Implements Know Your Customer (KYC) rules,
- * Implements the principles of the responsible Gold Supply chain and encourages its customers and suppliers to apply in this direction,
- * Carefully identifies and manages business risks in all areas.

Onsa Rafineri A.Ş. does not tolerate violation of these business ethics principles. It wants the members of the Board of Directors and all its employees to comply with the content and spirit of these principles.

Violation of the standards set out in these principles may result in disciplinary action up to and including termination of employment contract.

Onsa Rafineri A.Ş. encourages all its employees to inform the relevant managers in case of violation of any law, rule, regulation or these ethical principles and does not retaliate against any of its employees. Any negligence or violation of the established standards can be reported to the compliance department.

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