



CODE OF CONDUCT

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We, Europap Tezol, conduct our business with such principles that we do our job thoroughly and keep our words regardless of what happens, for being recognized by our employees and business partners as a reliable and decent company.

To this end,

- We choose our employees on an objective basis,
- Provide safe and healthy working conditions,
- Do not employ child workers,
- Do not charge our employees penalties for mistakes they make while performing their duties,
- Do not overwork our employees,
- Prevent discrimination and mobbing of any kind,
- Provide regular employment for employees with a permanent contract,
- Do not allow bribery, blackmail, or any misbehavior of any kind,
- Pay attention to manage all our relationships with employees, all business partners and other third parties in a fair and unbiased manner,
- Try to ensure that our suppliers run their businesses in the course of action similar to ours,
- Respect our workers' and employees' right to unite,
- Protect nature and act with this conscious in our production processes.
- Review and improve our execution constantly while managing our processes.

Kind regards,

General Manager