

EBEBEK MAĞAZACILIK ANONİM ŞİRKETİ ETHICAL POLICY

As EBEBEK Mağazacılık A.Ş., we operate as a leading company in our sector together with our barents, employees, suppliers, and partners, while adopting an environmentally responsible approach.

- We act in compliance with all applicable laws and regulations in every business activity and transaction.
- We value team spirit; therefore, we expect our employees to demonstrate courtesy and respect in their behavior. We do not compromise on the principles of respect and honesty.
- We adhere to the principles of honesty, confidentiality, and equality.
- We evaluate our employees' performance objectively. Performance evaluation is also taken into account in recruitment, promotion, and assignments, and we provide equal opportunities for all employees.
- We do not tolerate any form of discrimination among employees, nor do we permit psychological harassment (mobbing) or physical violence. In this regard, we strictly comply with legal regulations.
- We respect our employees' right to a healthy life and provide them with equal, safe, healthy, and human-centered working environments.
- We support the personal development of our employees and provide equal training opportunities for all.
- Honesty is of utmost importance for ebebek. In this context, we exercise maximum diligence to avoid providing misleading, false, or incomplete information to our barents and ensure accurate consumer information.
- In all business processes, we act in accordance with the contracts signed with our barents, suppliers, and other business partners.
- We are diligent in ensuring that our employees do not use their authority for personal gain.
- We publish our Ethical Policy transparently, share it with all stakeholders, and keep them informed on the matter.
- We review our Ethical Policy at least once a year and update or improve it where necessary.

The Policy enters into force upon the approval of the Board of Directors.