

The logo for TEKLAS, featuring the word "TEKLAS" in a bold, italicized, black sans-serif font. The letter "E" is stylized with a green square above it. The logo is centered within a white circle that has a thick green border. This circle is set against a dark green background that features several diagonal stripes in lighter shades of green. Two thin, dark grey curved lines are positioned on either side of the circle, suggesting motion or a lens effect.

TEKLAS

**SUSTAINABILITY
POLICY**

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TEKLAS SUSTAINABILITY POLICY

1. SCOPE & RESPONSIBILITY

This Policy is established with the aim of benefiting to all stakeholders of Teklas including employees, customers, suppliers and local societies that Teklas operates in.

As a global company who is leading the future of the automotive industry by producing fluid circulation systems from rubber, metal and plastic components with more than 45 years of experience in its R&D centers, Teklas acknowledges its responsibility to its all stakeholders and upcoming generations.

The responsibility of Teklas also means the necessity of an on-going dialogue with its stakeholders in order to support the improvement of Sustainability in our all business operations as well as our daily lives.

2. COMMITMENT

Teklas aims to encourage its stakeholders for their commitment to the sustainability principles. This Policy specifies the sustainability principles of Teklas that are established to use limited resources of our World effectively and to produce permanent values for the society, humanity, environment. While using all kinds of resources that nature provides us, we consider being attentive to our stakeholders, environment, the upcoming generations and ourselves as the main purpose of the Policy.

In this regard, Teklas acknowledges and aligns itself with the UN Sustainable Development Goals and United Nations Global Compact. This means that Teklas respects 10 Articles of the UN Global Compact, implements these on its business operations and expects the compliance to these articles by its own supplier.

3. PRINCIPLES

The sustainability principles of Teklas involves acting by taking the society, humanity and environment as basis.

a. Business Ethics

Teklas acknowledges its responsibility regarding business ethics matters such as anti-corruption, bribery and extortion, privacy, accurate records, counterfeit parts, respect to fair competition and anti-trust, conflict of interest, harassment and protection of identity and non-retaliation.

These issues are broadly specified in “Teklas Code of Ethics and Values Policy” that you may reach via www.teklas.com or QDMS.

b. Labor&Human Rights

Teklas respects internationally recognized human rights standards. These includes taking a position against child labor, forced or compulsory labor, human trafficking and discrimination.

Teklas defines its working conditions according to human righthst standards, by putting the well-being of its employees in the center. The working conditions also includes the recognition of the responsibility on fair wage regulation and working hours.

Teklas also acknowledges its responsibility on the health and safety of its employees as well as its customers and places this issue as priority in its all business operations.

c. Environment

Teklas acknowledges its responsibility to comply environmental standards and minimize the effects of Teklas as well as suppliers on environment. Teklas aims to increasingly continuing to focus on protecting the environment while performing its business operations. In order to achieve this purpose, the main focus areas are reduction of energy and water consumption, management and reduction of wastes, implication of responsible chemical management including raw materials and monitoring of air emissions.

d. Supply Chain Management

Teklas acknowledges its responsibility regarding the processes of its supply chain. In this regard, all suppliers of Teklas are required to comply with Teklas Sustainability Policy.

To support the compliance of its suppliers, Teklas organizes trainings, communication studies, meetings and audits.

Gülsünay UYSALKABA
Global HR Director



Ahmet ÖZER
Chief Sales Purchasing
Quality Officer



