



As KARCAN, our primary goal is to create a fair, transparent, honest, and high ethical value-based working ecosystem for all our employees, managers, subcontractors, suppliers, and business partners. Protecting our corporate reputation and providing trust to all our stakeholders is our utmost priority.

In this direction, as KARCAN, we commit to implementing the following principles that form the foundation of our corporate culture:

- To fully comply with the legislation of the Republic of Turkey and all internationally valid legal regulations in our fields of activity,
- To not allow personal interests to influence company decisions, our impartiality, and our professional responsibilities; to meticulously avoid any kind of conflict of interest,
- To act with a "zero tolerance" principle in all our activities by not tolerating any form of bribery, corruption, abuse, or unfair advantage,
- To approach all our employees with the principle of mutual respect, trust, and equal opportunity; to provide an environment respectful of human rights by strictly rejecting psychological harassment (mobbing), sexual harassment, and any kind of discrimination based on age, gender, belief, and similar matters,
- To meticulously protect the financial, technical, and strategic information belonging to our company and our stakeholders as trade secrets, and to prevent them from falling into the hands of unauthorized persons,
- To use all material and intellectual assets, resources, and time belonging to our company with the utmost care, solely for business purposes and in line with the company's interests,
- To establish open communication channels where our employees or stakeholders can safely and transparently report possible ethical violations without any fear of pressure or retaliation,
- To create a lasting awareness by providing regular training to all our employees in order to make ethical principles an integral part of our corporate culture,
- To observe and guarantee the compliance of our suppliers, subcontractors, and business partners with these high ethical standards we have adopted, right from the contracting processes.

We, as the management and employees of KARCAN, pledge to fulfill these commitments.