



CODE OF ETHICAL CONDUCT POLICY

Kale Care Chemicals is committed to placing ethics at the core of its operations and expects its employees and business partners to always act ethically.

Our policy applies to all Kale Care Chemicals' domestic and international legal entities. It encompasses all employees, executives, contractors, and business partners.

We are dedicated to conducting our business fairly and free from all forms of corruption.

We aim to ensure fair competition in the market based on equal treatment. Our goal is to achieve zero verified anti-competitive incidents starting from 2025. The information and data belonging to our employees and external parties will be adequately protected. We are working towards achieving zero security breaches as of 2025.

We strive to uphold the highest standards of ethics in all our business agreements worldwide.

Our company has a zero-tolerance policy toward bribery and corruption. Kale Care Chemicals operates in accordance with the laws of the Republic of Turkey, particularly Article 252 of the Turkish Penal Code on Bribery. Additionally, we adhere to all anti-bribery and anti-corruption laws applicable in the jurisdictions where we operate.

Kale Care Chemicals defines bribery as offering, receiving, requesting, or accepting payments, gifts, or favors with the intent to improperly influence a business outcome.

It is one of our core principles not to offer, give, request, or accept personal payments, gifts, or favors in exchange for preferential treatment or business advantages.

Furthermore, even if such acts are not personally committed, it is the responsibility of Kale Care Chemicals not to ignore suspicions of bribery and corruption.

The Quality Team is responsible for developing ethical conduct principles and presenting annual target proposals to the Board of Directors. This team also identifies the best practices and tools that can be utilized to fulfill the company's commitments.

This policy will be reviewed at least once a year. Should you have any questions, please contact the compliance team via the following address: kalite@kalecare.com