

1. Commitment to Ethical Business Practices

Yesaş prioritizes integrity, transparency, and accountability in all its operations. Our company enforces a zero-tolerance policy for bribery, corruption, and improper payments and conducts all operations based on the following principles:

- Fair Trade Principles: Ensuring fairness and honesty in all business transactions.
- Respect for Human Rights: Adopting the United Nations Guiding Principles on Business and Human Rights across our supply chain.
- Non-Discrimination and Inclusion: Supporting diversity and inclusivity to ensure employees work in a dignified and respectful environment.

2. Compliance with Laws and Regulations

Yesaş fully complies with all local and international laws and regulations. Our company operates in alignment with RJC-COP (Responsible Jewellery Council - Code of Practices) requirements, covering the following areas:

- Anti-Money Laundering (AML): Implementing strict procedures to prevent money laundering and terrorist financing.
- Labor Rights: Prohibiting forced and child labor. Ensuring fair wages, working hours, and employee rights in accordance with legal and ethical standards.
- Environmental Laws: Conducting all operations in compliance with environmental protection laws and obligations.

3. Sustainable and Responsible Sourcing

Yesaş ensures that all gold and silver used in production are responsibly sourced by implementing the following practices:

- Supplier Due Diligence: Requiring all suppliers to comply with Yesaş Supplier Code of Conduct.
- Supply Chain Traceability: Ensuring materials are tracked and verified as conflict-free through Chain of Custody (CoC) compliance.
- Sustainability Initiatives: Collaborating with suppliers to minimize environmental impact and reduce carbon footprint.

4. Social Responsibility

Yesaş is committed to positively impacting the communities in which it operates.

- Fair Labor Practices: Providing safe and fair working conditions in accordance with ISO 45001.
- Community Engagement: Supporting employment and economic development by partnering with local businesses.
- Training and Development: Providing employees with training on ethical business practices and legal compliance.

5. Environmental Stewardship

Yesaş is dedicated to minimizing its environmental impact.

- Implementing an ISO 14001 Environmental Management System.
- Reducing waste, promoting recycling, and enhancing energy efficiency.

6. Governance and Monitoring

Yesaş has established a robust monitoring system to ensure the effective implementation of this policy:

- Internal Audits: Conducting regular internal audits to identify risks and drive improvements.
- Regulatory and Compliance Tracking: Keeping up with industry updates to maintain compliance.
- External Audits: Engaging third-party auditors to verify compliance with RJC-COP and other industry standards.

7. Transparency and Accountability

Yesaş upholds open communication and accountability with all stakeholders.

- Publishing public reports on sustainability and compliance efforts.
- Providing stakeholders with information about policies and procedures.
- Establishing grievance mechanisms for employees and external parties.

8. Continuous Improvement

Yesaş is committed to continuously enhancing ethical and sustainable business practices.

- Regularly updating policies and procedures to reflect industry innovations and regulatory changes.
- Investing in technology to enhance energy efficiency and operational effectiveness.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ.

YESAŞ KUYUMCULUK
SANAYİ ve TİCARET LİMİTED ŞİRKETİ
Yeni Bosna Merkez Mah. Kuyumcular Sk.
İstanbul Vizyon Park Genel Merkez Plaza No:4
İç Kapı No: 0512 Bahçelievler / İSTANBUL
Yeni Bosna V.D. 959 106 2340

PREPARED AND APPROVED BY YESAŞ KUYUMCULUK BOARD OF DIRECTORS