



ETHICS POLICY

IMS Polymers Upper Management commits to accepting and adopting the following set of rules in order to establish and maintain an ethical culture within the framework of business ethics, and requests compliance from all employees:

- There shall be no discrimination based on race, language, religion, gender, color, sect, belief, or physical disability during the recruitment, employment, or entitlements of employees, and everyone shall be treated equally.
- Personal development and entrepreneurial behavior of employees shall be encouraged; equal opportunities shall be provided for career development.
- Employees shall maintain the confidentiality of all commercial, technical, financial, and legal information acquired during their employment.
- Employees shall not disclose company information to individuals not involved in the relevant work, shall not provide information beyond what is necessary in matters requiring information sharing with third parties, and shall take measures to ensure information confidentiality.
- Employees shall adhere to company-related confidentiality even after termination of their employment contract.
- Employees shall not share the information they possess for personal gain with individuals or institutions.
- Employees shall keep confidential their usernames, passwords, and similar identifications providing access to company information and shall not share them with unauthorized persons.
- Employees shall not request or accept benefits, gifts, invitations, or money for themselves or others, nor accept similar offers.
- Except for promotions valued at less than 50 US dollars and of a nature that will not lead to irregularities, employees shall not give or receive gifts.
- Employees shall not join, support, or benefit personally from any activity, association, individual, or organization using the company's name without the approval of their superiors.
- Employees shall not engage in behavior involving insults, threats, pressure, or arbitrary actions during their duties.
- Employees shall not express or discuss their political and religious views in the workplace.
- Employees shall not act in violation of legal requirements related to their duties.

Yansı Eraslan
Chairperson of the Board

Ebru Eraslan
Vice Chairperson of the Board

E. Metin Taştan
General Manager