

REMEDI POLICY FOR PROVIDER & BUSINESS PARTNERS

PURPOSE

This Code of Conduct and Professional Ethics serves as a comprehensive manual setting out the standards of integrity and professionalism we expect from our entire corporate ecosystem and workforce.

The Provider Code of Conduct complements the Code of Conduct and Professional Ethics, and lays down the basic standards we expect from our Providers.

The aim of the Provider Code of Conduct is to ensure that our Providers operate in line with Remed's values as well as the applicable legislation in the jurisdictions in which they are operating.

At Remed, our top priority in achieving our goal of becoming a sustainable organisation is to respect society and people. We acknowledge that to attain this objective, we need to work synergistically with our business partners, with the Provider Code of Conduct outlining our expectations of them.

SCOPE

The Provider Code of Conduct applies to all Providers, vendors, consultants and agents conducting business with Remed.

Compliance with legislation

Providers need to be aware of and comply with national/international legislation and regulations to undertake their business activities.

Human rights

Providers must comply with human rights as part of their activities.

In the event of an extant or expected situation that violates human rights, they must make every effort to end or prevent this and the adverse effects.

Workplace hazards must be identified and the necessary precautions taken to prevent potential workplace accidents.

Providers must not force their employees into forced labour, and employment must be performed voluntarily.

Providers must not discriminate against their employees on the grounds of marital status, disability, age, religion, language, race, gender, sexual orientation, belief, political opinion etc. They must treat all their employees equally.

Anti-bribery and anti-corruption

Employees of Remed, as well as those of our Providers, are categorically prohibited from offering or accepting bribes or gifts and financial inducements that could potentially be perceived as bribes.

All necessary measures must be taken to combat bribery and corruption. Our Providers must not be involved in illegal activities such as corruption, money laundering etc. and must comply with all applicable national/international anti-corruption laws.

Working conditions

Workplace hazards must be identified and the necessary precautions taken to prevent potential workplace accidents.

Providers must inform their employees about occupational health and safety, including all legal requirements.

Conflicts of interest

Conflicts of interest arise when personal interests override the way business is conducted. Providers must abstain from conflicts of interest, as well as any conduct that could be perceived as a conflict of interest, in their fields of operation. A potential conflict of interest and how to manage it must be reported to Remed.

Information security

Providers are responsible for safeguarding all proprietary information pertaining to Remed, including but not limited to trade secrets, intellectual property rights, know-how and fiscal data.

Reporting

Providers' employees who witness or suspect a violation of the Provider Code of Conduct must notify Remed via the whistleblowing line as soon as possible.

Reports can be submitted via the website <https://speakhub.remmed.com.tr/tedarikci-geri-bildirim-en>

If a whistleblower prefers to remain anonymous, they must not share their identity or contact details.

If a whistleblower chooses to share their identity and contact details, Remed may contact the whistleblower directly to make enquiries; this is necessary for an investigation to take place.

We are committed to protecting whistleblowers through our zero-tolerance policy to retaliation.