

AKENERJI ETHICAL PRINCIPLES

In its entire works, Akenerji, considers as perquisite commitment to Ethical Principles and views as one of the cornerstones of its corporate culture. Honesty, trust, awareness of responsibility and respect to rights, are essential for the Company in relationships with; employees, shareholders, suppliers, customers, distributors, other stakeholders and public.

It is expected from Akenerji Board Members and every Akenerji employees, including executives, to work in compliance with following ethical principles;

Akenerji Ethical Principles

Honesty, Trust and Equality

- It is a basic principle to improve communications based on trust, honesty, stability with all individuals and institutions which Company has business relationship with.
- During relations and processes whether internal or external, principles of honesty and trust are essential.
- Company provides to its employees a healthy and safe working environment and career development with equal opportunities.
- Company does not discriminate its employees, and treat them equally and fairly.
- Employees do not act disturbing and harassing to other employees or third parties those have relationship with.

Responsibility

- The Company shows attention to fulfill its responsibilities to customers, employees, suppliers, business partners, competitors, nature and society.
- Employees, precisely separates their beliefs, worldview and political evaluations from their workplace, duties and responsibilities to be fulfilled.
- Employees are responsible from, to protect the Company's name and strengthen, use its resources efficiently. They refrain from behaviors and actions those who can harm and put the Company in a difficult position.
- While fulfilling their duties, employees act in awareness and responsibility of producing more than consuming.
- It is given importance to share with public the value created in Company's activities. It is being announced to public, the donations and supported social projects done under this framework.

Confidentiality

- It is essential the confidentiality and privacy of commercial or individual information relating to company, employees and customer.

- Employees are fully aware of the confidentiality of private information relating to Company, other employees and shareholders which they are obliged to store
- Such information is only used for business and professional purposes in compliance with law and legislation and they can only be shared with related, authorized individuals.
- The employee cannot give or disclose the secrets, confidential information, information subject to intellectual property rights and related documents to unauthorized persons or authority out of company including his/her family members. This liability continues even termination of work agreement of the employee.

Conflict of Interest

- Employees avoid from conflict of interests and fulfill their duties in accordance with principles of accountability and transparency.
- Situations which may create a conflict between individual profits and profits of company's or related person's, are considered and avoided.
- Employees do not enter in any, individual debt/credit relationship with people who are directly or indirectly related to their duties. They do not accept any benefit provided, use the Company's name in order to derive personal interest.
- While fulfilling their duties, employees, prioritize interests of Company, avoid from any kind of actions and behaviors which may mean to provide profit to her/himself or her/his relatives by using company's resources or reputation.
- While fulfilling their duties, employees do not give or accept a bribe. They do not show hospitality, accept or give gifts etc. which exceeds its purposes.

Compliance to Laws and Regulations

- Company conduct its business, in accordance with ethical principles, law, legislation and regulations, with the awareness of sustainability, respect to the environment, sensitive to wildlife and public health. Employees behave in accordance with these principles.
- Company and its employees avoid from every kind of behavior which may harm free and fair competition. It effectively competes only legally and ethically by avoiding from unfair competition, supporting and encouraging ventures serve to a fair competitive structure in business life.

Book and Record Keeping

- It essential to keep Company's books and records whole and complete.
- Every kind of report, presentation, financial statement and footnotes which will be disclosed to public and submitted to authorized authorities by the company, is stored and prepared timely, complete, accurate, clear and transparent in compliance with Company's internal regulations and ethic policies.

Social Media Usage

- Avoid sharing false information on behalf of the company. Consider the potential impact of posts on the community.
- Use polite and respectful language in posts. Avoid personal attacks that could damage the corporate culture. Refrain from threats and derogatory remarks.
- Approval from authorized persons must be obtained before sharing.
- Avoid sharing confidential information on behalf of the company.