

This Code sets forth the ethical rules that all Proline Makine Teknoloji ve Metal San. Tic. Ltd. Şti. (PROLINE) employees, including top management, should regulate their relations with employees, customers, business partners, competitors and other stakeholders while conducting the business of PROLINE.

1. OBSERVANCE OF LAWS AND SOCIAL NORMS

PROLINE ensures full compliance with local laws and regulations in located country and all countries where it operates. In addition to the law, PROLINE respects the needs, expectations and norms of the local community in all regions where it operates, and expects its suppliers to show the same sensitivity.

2. RESPECT FOR EMPLOYEES AND HUMAN RIGHTS

As an organization that supports and respects the UN Universal Declaration of Human Rights, PROLINE respects and protects the rights of its employees, in particular to provide a healthy, clean and safe working environment for all its employees.

2.a Freedom of Association and Collective Bargaining:

PROLINE accepts that the freedom of association and collective bargaining, as determined by national law, are the fundamental right of all employees.

2.b No Discrimination:

PROLINE is against any kind of discrimination based on religion, skin colour, race, gender, ethnicity, sexual orientation, age, political affiliation, nationality or physical disability during employment and afterwards. Employees will be chosen, hired and promoted only based on their qualifications and skills.

2.c No Forced Labor:

PROLINE rejects any form of forced or involuntary work, including disciplinary actions involving physical abuse.

2.d No Child Labor:

PROLINE definitely does not employ child workers. PROLINE is committed to comply with the legal regulations of the state concerning the age of employment and child labor.

2.e No Human Trafficking:

PROLINE is against any kind of human trafficking and it commits not to employ any illegal labor.

2.f Compensation and Benefits:

Workers' wages and social benefits, legal minimum requirements are determined based on the application of the relevant national economic sector. Workers, for overtime beside the normal working hours are paid at the prescribed rate within the applicable laws and regulations.

2.g Legal Working Periods:

The legal working periods of workers are implemented in accordance with the relevant national laws. Workers are not forced to work overtime and not to work on a weekly holiday and national/religious holidays.

2.h Occupational Safety and Health Protection:

PROLINE, takes appropriate measures to ensure safe and healthy working environment for its workers in accordance with national standards.

2.i Mobbing:

PROLINE does not allow human dignity such as psychological coercion, intimidation and harassment.

2.j Protection of Personal Data:

PROLINE takes all kinds of precautions to protect all employees' personal data considering "The Protection of Privacy" and "The Fundamental Rights and Freedoms" enshrined in the Constitution.

3 SAFETY, HEALTH AND THE ENVIRONMENT

As PROLINE management, the protection of people, the environment and all kinds of resources has been among our core values since our foundation. PROLINE has always been/will be faithful to socially responsible development, creating healthy and safe working conditions and sustainable progress in security, health and environmental protection.

4 RELATIONS WITH BUSINESS PARTNERS, OFFICIALS AND OTHER REPRESENTATIVES

PROLINE expects all of its suppliers to comply with laws and ethics. PROLINE makes its decisions by complying with economic criteria and applicable laws. Acts honestly in business relations and acts in accordance with laws and regulations on bribery and corruption.

5 FAIR COMPETITION APPROACH

PROLINE and all its employees comply with laws and principles that prevent monopolization and create fair competition conditions in the countries where PROLINE operates. None of PROLINE employee may hold a meeting with competitors of PROLINE without PROLINE about 'knowledge of material, product prices, technical competence and capacity. False bids are not allowed to violate the competition conditions.

6 PROTECTION OF ASSETS AND SAFEGUARDING OF COMPETITIVELY SENSITIVE INFORMATION

Within their sphere of activity, all employees bear their share of responsibility for the protection of the tangible and intangible assets of PROLINE. Physical or tangible assets include property such as Company products, equipment, facilities, vehicles, computers and software, bank accounts, stocks and bonds, charge cards, files and other records. Intangible assets include informational assets, such as information developed by employees or agents of PROLINE that is not generally known to the public (i.e. business secrets and/or know-how), industrial proprietary rights, technologies, and other items of information that are of value, important and thus needful of protection. Within the scope of the confidentiality agreement, the information provided by suppliers, customers and other business partners may not be used for any purpose and may not be shared with unauthorized third parties.

7 BUYING AND GIVING GIFTS

All employees are not permitted to engage in relationships with customers, suppliers, dealers and other third parties, which may create the impression of material interest, including accepting gifts, invitations, or entertainment. Any gifts other than souvenir / promotional materials given in accordance with legal and commercial traditions, customs and traditions cannot be accepted or offered.

Gifts and entertainment which are allowed and do not require special approval must be nominal in value (estimated value up to € 75. –). Entertainment must be linked to a valid business purpose. As a general rule, any gifts within the scope of certain limits given by suppliers and other organizations to PROLINE or any PROLINE staff are collected at the Factory Management office. Later, these gifts are shared to all department managers by lottery method to be distributed between their staff.

8 ANTI-CORRUPTION COMPLIANCE

Restrictions for Gifts Entertainment or Other activities from PROLINE to Government Officials, PROLINE employees should strictly refrain from offering money or a valuable object directly or indirectly to civil servants in order to avoid or appear to influence or appear to influence formal decisions and actions.

9 LEGAL PERSONALITY AND DONATIONS

PROLINE donates material and material to social institutions, non-governmental organizations, environmental Protection initiatives and educational, scientific, health, sports, arts and cultural activities as a legal entity that is aware of its responsibility towards society. All PROLINE donations are based on transparency. Donations don't expect benefits.

10 ESCALATION

All employees must read and comply with the PROLINE ethics code. PROLINE ethical rules will be posted on the bulletin boards under the responsibility of the departments. The responsibility of all supervise PROLINE is to ensure that these codes of ethics are read by employees and that they are in compliance with these rules.

11 OBLIGATION OF REPORT

Employees are obliged to notify their first supervisor or e-mail address below if they learn or suspect that the code of ethics has been violated, info@prolinemakine.com. The identity of the person making the notification is kept confidential. The investigation shall be conducted confidentially. Notifications can also be made confidential.

12 DISCIPLINARY COMMITTEE

The notifications are examined by the ethics committee, and in case of violation of the code of ethics, the disciplinary process is notified to the disciplinary committee.