



## WHISTLEBLOWING POLICY

Within the scope of this policy, created to apply honesty and responsibility standards, we aim to sustain a cultural environment

where our employees can safely report situations they suspect to be non-compliant with our company policies and procedures, and where they can express genuine and serious concerns about misconduct. Our goal is to ensure that employees are aware of their protection against retaliation.

Our company expects relevant individuals, institutions, or organizations to act in accordance with this policy and takes necessary steps to ensure compliance.

All employees and managers of our company are obliged to act in accordance with this policy, which is an integral part of ethical principles.

Our fundamental principle is to create a working environment where employees and all stakeholders can securely convey their concerns without fear of reprisal, ensuring peace and harmony in the workplace. We aim to establish ethical behavior as part of the company culture, providing a working environment that is compliant with current standards, laws, and relevant regulations, and is safe and secure.

Concerning our employees, service providers, and stakeholders, any actions contrary to our company's ethical principles and compliance rules may be the subject of reporting. These reports may include, but are not limited to, any form of unlawful or unethical behavior or activity that has occurred in the recent past, is ongoing at the time of the report, or is likely to occur in the future.

- Bribery and corruption
- Money laundering
- Abuse of authority and any form of misconduct
- Misuse of company resources
- Conflict of interest situations
- Information security and confidentiality breaches
- Discrimination and mobbing practices
- Any form of sexual or verbal harassment
- Violation of company policies and procedures
- Other instances of potential crimes and wrongful acts

Reports can be submitted via phone or email:

- Phone Number : 0212-8662200
- E-Mail : info@ernamas.com

Individuals reporting will not be subjected to retaliation, and investigations will be conducted in accordance with the principle of confidentiality of the reporter and the information provided. Reports will be objectively evaluated as long as they are made in good faith and with reasonable grounds.

It is essential that reports are made in good faith and with reasonable grounds, without the intention of causing harm, damage, or personal gain. In cases where these requirements are met, no action will be taken against the reporters, even if the accuracy of the incident cannot be proven through the investigation. Whistleblowers will not face any criminal or administrative sanctions due to their good-faith reporting. However, if it is revealed during the investigation process that the whistleblower intentionally and maliciously provided misleading information, the employee may face administrative sanctions. Therefore, it is crucial that reports are not made with intentional deception and malice and contain reasonable suspicion.

For reports to be examined and accepted, the allegation must be based on reasonable grounds. The acceptability of the application and whether it requires an investigation are evaluated by competent units and individuals.

If it is decided to prepare a report as a result of the evaluation, the report, ensuring the confidentiality of the informant, is transmitted to the relevant units as soon as possible.

In the event of any violation identified, measures are taken to prevent the recurrence of the same or similar violations through a root cause analysis of the violation and administrative decisions.

When it is determined that there is a serious problem related to non-compliance, responsible parties are referred to the disciplinary board.