

MEF NUTRI SCIENCE GIDA A.Ş. – Ethical Policy

1. Introduction

At MEF NUTRI SCIENCE GIDA A.Ş., we are committed to the highest ethical standards in all our business practices. This Ethical Policy outlines the key principles that guide our relationships with employees, suppliers, partners, and other stakeholders. We recognize that social responsibility, environmental sustainability, honesty, and fairness are core values that drive our long-term success, and we strive to uphold these values in everything we do.

2. Purpose

The purpose of this policy is to ensure that MEF NUTRI SCIENCE GIDA A.Ş. operates in compliance with ethical standards, laws, and regulations while maintaining transparent, accountable, and responsible business practices. Creating an ethical work environment, being mindful of our impact on society and the environment, and ensuring our operations are sustainable are essential to our company's values and objectives.

3. Compliance with Laws and Regulations

We strictly adhere to all applicable laws and regulations in every country where we operate. All business activities are conducted in full compliance with local and international laws. Any actions that violate laws, regulations, or established standards are unacceptable and will be addressed promptly. All employees and business partners are expected to comply with these laws and report any violations they may encounter.

4. Integrity and Transparency

MEF NUTRI SCIENCE operates with the highest standards of integrity and transparency in all business dealings. We commit to honest and transparent practices and expect our employees, suppliers, and partners to act in the same manner. Fraud, bribery, corruption, conflicts of interest, and other unethical behaviors are strictly prohibited. All decisions and actions within our company must be guided by fairness, integrity, and transparency.

5. Social Responsibility

We expect all our partners, employees, and suppliers to respect human rights and provide a fair and equal working environment. Child labor, forced labor, and discrimination in any form are prohibited. The safety and well-being of our employees are of paramount importance. We take steps to ensure that women, people with disabilities, and minorities are given equal opportunities in the workplace.

6. Environmental Responsibility

As part of our commitment to sustainability, we focus on minimizing our environmental impact. We aim to use resources efficiently, reduce waste, and promote sustainable practices across all areas of our operations. We expect our suppliers to also follow environmentally responsible practices, including minimizing waste, recycling, and using

energy-efficient technologies. We are committed to reducing our carbon footprint and supporting initiatives that protect the environment.

7. Fair Competition

We adhere to fair competition principles and respect the laws governing competition in the markets where we operate. Anti-competitive practices, such as price-fixing, market manipulation, and other unfair practices, are not tolerated. We believe in providing equal opportunities to all suppliers and partners and operate with honesty and fairness in the marketplace.

8. Employee Well-being and Development

Our employees are our most valuable asset. We are committed to supporting their personal and professional development by offering training and career advancement opportunities. The health, safety, and well-being of our employees are our top priorities. We ensure that employees are compensated fairly and receive appropriate work hours, time off, and other benefits to improve their quality of life.

9. Anti-Corruption and Bribery

MEF NUTRI SCIENCE follows a zero-tolerance policy regarding corruption and bribery. No employee or business partner is allowed to engage in bribery or corrupt practices in any form. We comply with all relevant national and international laws that prohibit bribery, corruption, and money laundering. Employees and partners must act with integrity and report any instances of unethical behavior.

10. Reporting Violations

It is the responsibility of every employee and business partner to report any violations of this Ethical Policy or any illegal activities. We provide secure and anonymous channels for reporting concerns. Employees and partners will not face retaliation for reporting violations in good faith. All reports will be handled with confidentiality and investigated promptly.

11. Conclusion

At MEF NUTRI SCIENCE, we are committed to adhering to the highest ethical standards and operating in a manner that is legally compliant, socially responsible, and environmentally sustainable. This policy serves as a guide for all employees, suppliers, and partners to ensure that we work together to create a positive impact on society and the environment.

On Behalf of MEF NUTRI SCIENCE GIDA A.Ş.

Signature

Date