

**APPENDIX - V
CODE OF BUSINESS CONDUCT POLICY**

General Overview

Bimed Teknik Aletler San. ve Tic. A.Ş., upholds high ethical values wherever and whenever he does business. These rules include the following persons.

- (i) Directors,
- (ii) All the Bimed Teknik Aletler San. ve Tic. A.Ş. employees including interns,
- (iii) Consultants authorized to use the Bimed Teknik Aletler San. ve Tic. A.Ş. format business card,

A common and clear ethical understanding applies in all Bimed Teknik Aletler San. ve Tic. A.Ş. locations. The rules described here are not intended to cover advisable situations. However, in case of suspicion and violation of codes of conduct which will be specified herein, the employees may have recourse to their Directors, Human Resources Services in their regions or Bimed's Head Office's Human Resources and Head Office Departments.

These rules may from time to time be subject to amendments by Bimed Teknik Aletler San. ve Tic. A.Ş., and these amendments will be revised in Bimed portal and QDMS system and / or be shared with all the employees by e-mail and the like in other ways.

All the employees are obliged;

- To read and understand these rules;
- To comply with all applicable rules wherever and wherever they are found;
- To treat all customers, suppliers, business partners and other employees in a fair and honest manner;
- To avoid disclosure of confidential information or conducting acts based on confidential information for personal interests;
- To report violations of this law and violation suspicions;
- To cooperate with relevant personnel in investigating the violation of this law and to be honest and outspoken during investigation.
- To ask for guidance when they are not sure of any situation.

1- WORKING CONDITIONS

Forced Labour

Bimed employs only voluntary labour and staff who want to work with their own free will. It does not employ its employees by force, through any threat, force, fraudulent claims or any other form of pressure.

Child Labour

No one who has not completed compulsory education and who is under the age of 15 (except as specified in ILO convention No.138) is employed unless a higher age limit

is specified in local laws. Employees under the age of 18 cannot be employed in hazardous works and night works in order to meet their training needs, on public holidays and religious holidays and overtime over 7.5 hours a day.

Harassment

That the employees' immunities are violated through physical, sexual, psychological and / or emotional abuse in the workplace or in any place, where they are found due to work, is unlawful and inconsistently with codes of conduct and such a situation cannot be tolerated by Bimed in any way.

Compensation and Salary

Salary, overtime wage and benefits paid by Bimed employees are paid in accordance with applicable labor and social security laws and regulations.

Working Hours

Bimed does not require employees to work more than 60 hours more than 45 hours a week on a regular basis and during the working week in total (including overtime) unless it specifies less maximum working hours in the local legislation and except for exceptional business conditions. Bimed ensures that overtime working is voluntary and overtime wage is paid in accordance with local and national laws or regulations. Employees are entitled to at least one day off during the seven-day period.

Nondiscrimination

Bimed does not discriminate against race, color, nation, gender, language, religion, political opinion; disability in all employment related decisions, including recruitment, promotion, compensation, benefits, education, compulsory dismissal and termination. The basic principle in making progress in Bimed is the ability and performance of people.

2- OCCUPATIONAL HEALTH AND SAFETY

Bimed Teknik Aletler San. ve Tic. A.Ş.,

- complies with the legal regulations on occupational health and safety and,
- creates a safe and healthy working environment for its employees, interns and visitors.

Additional cases have been elaborated in EK-3 Occupational Health and Safety Policy.

3- ENVIRONMENTAL REGULATIONS AND PROTECTION

Bimed is aware of its social responsibility to protect the environment and regularly monitors its compliance with environmental legislation and constantly tries to improve the environmental management.

Additional cases have been elaborated in EK-2 Environmental Policy.

4- CONFORMITY TO COMPETITION LAWS, CONFLICT OF INTEREST, PREVENTION OF CORRUPTION, GIFTS AND TREATS, ETHICS NOTICE POLICIES

Conformity to competition laws, conflict of interest, prevention of corruption, gifts And treats, ethics notice policies have been elaborated in EK-16 Code of Business Conduct Policy Annex.

5- VIOLATION AND NOTIFICATION OF THESE RULES

If any of these rules are not followed, a disciplinary punishment may be inflicted including, but not limited to, warning, free suspension, demotion, reduction or loss of bonuses or termination of employment.

All employees are obliged to notify firstly their manager of any circumstance that may or may cause a violation of any of these rules, and to notify Bimed Teknik Aletler San. ve Tic. A.Ş. Human Resources and the Head Office department of matters beyond them. The employee may notify the manager or the local Human Resources department in written format or via BIMED Help Line (etik@bimedteknik.com), also known as ethics line.

Although anonymous notifications are accepted, it will be respected for employees to introduce themselves at the time of reporting and will allow for better investigation. Sensitivity will be shown on confidentiality for the reporting person.

The person taken part in the investigation will have the opportunity to respond to any claim made. At the discretion of the Human Resources and General Directorate departments, the person suspected of violating the rule may be removed for free or paid during the investigation.

For finding the facts and making the final assessment, sole authority is "Human Resources" and "Head Office" department.

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