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		Revision Date	02.06.2026
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Subject	Supply Chain and Ethical Trade Policy		

Purpose and Scope

At KORMAS Electric Motor Industry and Trade Inc., we believe that a sustainable, reliable, ethical, and competitive supply chain is one of the key pillars of our corporate success.

This policy aims to ensure that all suppliers, subcontractors, service providers, and business partners working with KORMAS operate in accordance with the principles of quality, environmental protection, occupational health and safety, human rights, ethical business conduct, and sustainability.

Our supply chain processes are managed in compliance with applicable national and international legislation, customer requirements, management system standards, and our corporate ethical principles.

KORMAS bases its supply chain management on the following standards and principles:

- ISO 9001 Quality Management System
- IATF 16949 Automotive Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 Occupational Health and Safety Management System
- International principles relating to human rights and labor practices
- Applicable environmental, occupational safety, quality, and trade regulations
- Ethical business conduct and anti-bribery and anti-corruption principles

1. Ethical Business Conduct and Compliance

1.1 Business Ethics

KORMAS adopts the principles of integrity, honesty, transparency, fair competition, and high ethical standards in all business relationships.

Our suppliers are expected to operate in accordance with the same ethical standards.

1.2 Conflict of Interest

Suppliers are expected to promptly disclose any potential conflicts of interest that may arise during their business relationships with KORMAS.

No employee, supplier, or third party may establish a business relationship for personal gain.

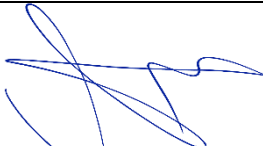
1.3 Anti-Bribery and Anti-Corruption


KORMAS maintains a zero-tolerance approach toward bribery, corruption, improper payments, unfair gains, and unethical practices.

Suppliers are expected to:

- Refrain from offering bribes;
- Refrain from accepting bribes;
- Avoid providing direct or indirect improper benefits;
- Comply with applicable anti-corruption laws and regulations.

Gifts, hospitality, or benefits that may influence decision-making processes are not accepted.

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1.4 Confidentiality and Information Security

Suppliers are responsible for protecting trade secrets, technical data, customer information, and all confidential information.

Information shared with KORMAS shall be used solely for the intended purpose and shall not be disclosed to third parties.

2. HUMAN RIGHTS AND SOCIAL RESPONSIBILITY

2.1 Respect for Human Rights

KORMAS promotes a culture that respects human rights and expects all suppliers to adopt the same approach.

2.2 Prevention of Discrimination

Suppliers shall not discriminate based on:

- Race
- Language
- Religion
- Gender
- Age
- Nationality
- Disability
- Marital status
- Political opinion or similar grounds

Equal opportunity shall be ensured in recruitment, compensation, career development, and working conditions.

2.3 Child Labor and Forced Labor

KORMAS strictly rejects child labor, forced labor, human trafficking, and debt bondage. Suppliers are required to comply with applicable labor legislation.

2.4 Working Conditions

Suppliers shall comply with:

- Legal working hours;
- Overtime requirements;
- Wage and benefit obligations;
- Rest periods.

2.5 Freedom of Association

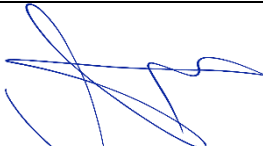
Employees' rights to freedom of association and unionization within the framework of applicable laws shall be respected.


3. OCCUPATIONAL HEALTH AND SAFETY

KORMAS considers providing a safe working environment to be a fundamental responsibility.

Suppliers are expected to:

- Operate in accordance with ISO 45001 principles;
- Conduct risk assessments;

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- Implement measures to prevent occupational accidents and occupational diseases;
- Provide the necessary OHS training to their employees;
- Ensure safe equipment and working conditions.

Occupational health and safety performance constitutes an important criterion in supplier evaluations.

4. ENVIRONMENT AND SUSTAINABILITY

4.1 Environmental Management

KORMAS considers reducing environmental impacts and conserving natural resources among its top priorities.

Suppliers are expected to:

- Comply with environmental legislation;
- Minimize waste generation;
- Implement energy and water efficiency initiatives;
- Monitor emissions;
- Maintain environmental risks under control.

4.2 Chemical and Hazardous Substance Management

Suppliers shall comply with customer and legal requirements such as:

- REACH
- RoHS
- IMDS

The storage, transportation, and use of hazardous chemicals shall be managed in a manner that does not adversely affect human health or the environment.

4.3 Carbon and Emissions Management

KORMAS supports a low-carbon manufacturing approach in line with its sustainability objectives.

Suppliers are encouraged to:

- Monitor carbon emissions;
- Conduct greenhouse gas reduction initiatives;
- Develop energy efficiency projects.

5. QUALITY AND OPERATIONAL EXCELLENCE

5.1 Quality Management System

Suppliers are expected to:

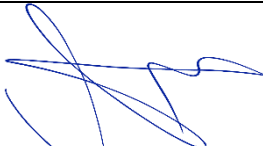
- Adopt a process-oriented management approach;
- Establish quality objectives;
- Conduct continual improvement activities;
- Implement appropriate quality management systems.


5.2 Product and Process Assurance

KORMAS adopts a supply chain management approach based on quality, performance, delivery continuity, and customer satisfaction.

Suppliers are expected to:

- Ensure appropriate storage conditions;
- Establish traceability systems;
- Carry out preventive risk management activities;

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- Effectively manage machine and equipment maintenance processes.

6. SUPPLIER EVALUATION AND DEVELOPMENT

KORMAS conducts supplier evaluations based on:

- Quality
- Environment
- Occupational health and safety
- Ethical compliance
- Delivery performance
- Sustainability criteria

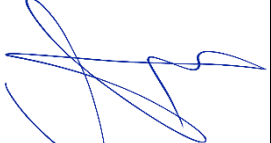
Within the framework of our sustainable supply chain approach, we aim to support the development of our suppliers, increase awareness, and maintain long-term cooperation based on mutual trust.

OUR COMMITMENT

As KORMAS Electric Motor Industry and Trade Inc., we are committed to establishing an ethical, environmentally responsible, safe, sustainable, and human rights-oriented supply chain.

We expect all our business partners to act in accordance with this policy and contribute to our sustainable future objectives.

With our philosophy of “The Power That Drives Life,” we strive to create value not only through our products, but also throughout our entire supply chain.

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