



RESPONSIBLE BUSINESS PRACTICE POLICY

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Scope: Modeling And Design Of Jewelry With Gold, Silver Precious Metals And Precious Stones (Diamonds), Production, Sale And Export

1. Purpose

This policy establishes Sözer Kuyumculuk's commitment to ethical, legal, social, and environmental responsibilities in all business operations, in line with the Responsible Jewellery Council (RJC) Code of Practices. Our goal is to conduct our activities with integrity, transparency, and respect for human rights, and to promote responsible practices across our value chain.

2. Scope

This policy applies to all employees, managers, contractors, business partners, and suppliers engaged in the design, supply, sales, and export of gold and silver jewellery.

3. Commitments

- To fully comply with all applicable national and international laws, as well as RJC standards.
- To uphold the highest standards of business ethics and integrity.
- To respect human rights, prevent child labour, forced labour, discrimination, and harassment.
- To provide a safe and healthy working environment.
- To minimize environmental impacts and promote sustainable resource use.
- To ensure responsible sourcing, due diligence, and supply chain transparency.
- To prevent bribery, corruption, money laundering, and conflicts of interest.
- To enable open communication, stakeholder engagement, and a culture of continuous improvement.
- To provide training and raise awareness among all employees and business partners.
- To support a safe, accessible, and effective grievance mechanism for all stakeholders.
- To review and update this policy regularly in line with changing laws, standards, and business practices.

4. Implementation

This policy is approved and supported by top management, communicated to all relevant parties, and published on our company website. Compliance is monitored, and corrective actions are taken when necessary.

5. Responsibility

The Quality and Compliance Manager is responsible for overseeing the implementation and periodic review of this policy.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Sözer Kuyumculuk Sanayi ve Ticaret Anonim Şirketi



PREPARED AND APPROVED BY SÖZER KUYUMCULUK BOARD OF DIRECTORS