



UĞURLU BALIK SUPPLIER CODE OF CONDUCT

This document defines the minimum standards that UĞURLU BALIK applies in its production processes and that it expects all producers and their suppliers who supply raw materials to UĞURLU BALIK for fish feed production to accept and comply with. Compliance with the Code of Conduct is a requirement of working with UĞURLU BALIK.

Legal Licenses and Permits

Suppliers must have all necessary documentation and permits for the installation, construction, and operation of facilities.

Forced Labor

Suppliers must not engage in or support forced labor, slavery, compulsory labor, or human trafficking. They must guarantee that working conditions are voluntary and that no form of forced or bonded labor is used.

Protection of Children and Young Workers

Suppliers must not permit child labor. Working conditions for young workers must be within the limits set by law.

It is unacceptable for any child under the age of 13 to participate in any economic activity, for any child between the ages of 13 and 14 to be employed in work heavier than the light work specified in national, regional, and/or local regulations, and for any child under the age of 18 to be employed in work that is mentally, physically, socially, or morally hazardous or harmful to children or that interferes with their academic performance.



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Discrimination

Suppliers must ensure equal treatment and opportunities for all employees and job applicants. They must prevent all forms of discrimination by committing to providing decent working conditions for all employees. This includes not discriminating on the basis of employment, access to training, compensation, promotion, termination or retirement, language, religion, race, national origin, color, sexual orientation, marital status, parental status, political views, beliefs, sect, age, physical disability, union membership, association, or similar grounds.

Safe and Healthy Work Environment

Suppliers must provide a safe and healthy work environment and minimize the risk of physical and mental harm to individuals within and around the facility.

Suppliers must comply with local laws, regulations, and requirements related to occupational health and safety. They must identify occupational health and safety hazards that may arise from their activities and take the necessary precautions to address these risks.

Suppliers must conduct training to ensure that all employees are aware of their individual responsibilities regarding occupational health and safety and provide and ensure the use of necessary protective equipment against safety risks.

Freedom of Association and Collective Bargaining

The right to freedom of association is the right to join a formal or informal group to take collective action against the employer. Collective bargaining is a voluntary negotiation between employers and employee organizations to determine the terms and conditions of employment through written collective agreements. These agreements generally cover wages, working hours, and working conditions.

Suppliers must respect their employees' right to representation and their right to join a union. Furthermore, the views of employee representatives and social compliance committees should be considered by management. Employees should be given the opportunity and opportunity to



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engage in collective bargaining, recognizing their right to freedom of association even where national laws and regulations do not adequately provide for such mechanisms.

Transparent Contracts with Employees

Suppliers must provide transparency to all employees regarding all processes related to working hours, benefits, wages, advances, and deduction calculations, as well as documentation of these processes, and share copies with employees. Contracts must be in the employee's own language and understandable. Contract terms must not violate the host country's national laws or other laws and regulations applicable to migrant workers.

Employee Wages

Suppliers must use the legal minimum wage in their country of residence as the minimum wage required to cover their employees' living expenses. Where a minimum wage is not set, they must calculate it in consultation with employees or their representative organizations. They must ensure that a fair living wage is provided, that wages below the minimum wage are not paid, that overtime is calculated and paid as required by law, and that insurance reporting is made.

Working Hours

Working hours and overtime must comply with applicable laws and regulations. A normal workday is a maximum of 8 hours, excluding breaks, and a normal workweek is a maximum of 48 hours. This rule applies when collective bargaining agreements, industry standards, or national laws require a shorter day or week.

Suppliers must clearly state working and break hours. Overtime must be voluntary and should be performed with the employee's consent in exceptional cases, not on a regular basis.

Performance and Disciplinary Practices

Suppliers must have performance and disciplinary practices that respect the dignity and well-being of employees. Wages or benefits must not be deducted as disciplinary action. Disciplinary



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procedures must comply with local legislation and collective agreements, particularly regarding potential dismissals.

Worker Grievance Mechanisms

Suppliers should have a grievance mechanism where employees can anonymously express their concerns and concerns. The grievance mechanism should be transparent, fair, predictable, accessible, rights-based, and based on dialogue and participation to build trust among participants. Individual complaints should be analyzed to help prevent further complaints.

Appropriate Accommodation

If suppliers provide accommodation to their employees when necessary, they must ensure that these accommodations are safe, tidy, and hygienic.

Community Participation

Suppliers should record suggestions and complaints from the community, including vulnerable groups in the areas where they operate, through methods such as periodic stakeholder meetings and complaint hotlines. They should analyze these complaints and take necessary action to resolve them. They should contribute to maintaining or improving the social and economic well-being of local communities.

Indigenous Peoples

Suppliers must conduct their operations in a manner that does not impact the living conditions of Indigenous peoples and tribes in their areas of operation and must respect their rights, cultures, and traditional lands. Systems must be in place that encourage ongoing, open interaction and dialogue between employees and community members, Indigenous peoples, and tribal peoples. Grievances from Indigenous peoples and tribes must be considered and resolved in a way that contributes to their development.



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Legal Compliance with Environmental Laws

Suppliers must ensure that their operations comply with applicable environmental laws and regulations in their respective countries. Employees should be provided with environmental awareness training to raise awareness.

Water Use

Suppliers must use water responsibly throughout their operations. Water resources should be classified and a water conservation efficiency plan should be implemented based on the water stress level of the region.

Waste Management

Suppliers must classify waste within an effective waste management plan, prioritize reuse and recycling, reduce waste generation, and ensure responsible handling of hazardous materials and proper disposal of waste to prevent pollution.

Wastewater Management

Suppliers must ensure that wastewater is separated and recycled within the scope of their environmental management plan, treated appropriately to prevent adverse effects on the receiving environment and human health, and disposed of responsibly.

Energy Consumption

Suppliers should classify their energy sources and calculate their energy consumption, develop an effective energy efficiency plan, use energy resources efficiently, prioritize renewable, non-fossil fuel sources, and take measures to minimize greenhouse gas emissions.



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Plant-Based Ingredient Producers must have manufacturing procedures that exclude prohibited drugs, unsafe levels of heavy metals, or pollutants, and must source raw materials from GMO-free sources.

They must not use raw materials obtained from illegally deforested and/or converted lands, and they must not engage in activities that contribute to deforestation.

Marine-based Ingredient Manufacturers must have manufacturing procedures that proactively exclude prohibited drugs, unsafe heavy metal levels, and physical or other contaminants. Fishmeal/fish oil production must not use marine species that are protected, prohibited from fishing, or listed as vulnerable or endangered on the International Union for Conservation of Nature (IUCN) Red List.

It's important to note that purchasing from ingredient manufacturers that fail to comply with the Uğurlu Balık Supplier Code of Conduct will be discontinued. Uğurlu Balık must be notified of any changes to the processes related to the committed code of conduct. Ingredient manufacturers must communicate the Uğurlu Balık Code of Conduct, or their own codes of conduct developed with similar intent, to their suppliers.

Ismail AKSOY - CEO
UĞURLU BALIK ÜRETİM SAN. TİC. A.Ş

All listed criteria have been fully met or measures have been taken to meet them.

SUPPLIER	DATE
APPROVAL	



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