

SUSTAINABILITY POLICY

As **REFERANS** we aim to create value for all our stakeholders with the priority of "Sustainable Development" and commit to act in accordance with the following principles.

- ② Providing superior quality services with the principle of operational excellence, by considering the benefits for both REFERANS and our stakeholders, while determining our medium and long-term strategies.
- ② Conducting our activities in a transparent and equitable manner in accordance with ethics, working honestly and fairly, respecting human rights and cultural values.
- ② Taking part against all kinds of discrimination and encouraging the equality of opportunity and diversity.
- ② Minimizing the risks by considering stakeholder expectations and developing long-term relations with stakeholders.
- ② Implementing the best practices in accordance with our occupational health, safety and environmental principles and sustaining the performance above the legal requirements.
- ② Contributing to the sustainable protection of the environment through the aim of minimizing consumption of energy and natural sources and reducing our carbon footprint.
- ② Supporting the development of our employees who are the most important stakeholders and carrying out activities to improve employee satisfaction and loyalty.
- ② Prioritizing the local employment in all geographical regions where we operate and supporting socio-economic development.
- ② Supporting the social investment projects involving education, culture, art, sports, and protection of natural resources.
- ② Working to improve environmental, social, and economic conditions in our supply chain, contributing to our suppliers adopting these principles.
- ② Monitoring our activities, evaluating the results, developing Research & Development projects for continuous improvement, and supporting innovation investments.