

CODE OF BUSINESS CONDUCT POLICY

1- LEGAL PRACTICES

Trade

Bimed acts according to the international import, export and trade laws on its all business operations.

Also, Bimed's suppliers comply with the global trade audits, international import-export laws and regulations.

Competition Law

Bimed works in full legal compliance with fair competition law and anti-trust law.

Bribery and Corruption

The suppliers are forbidden from bribing, making payment, giving anything valuable to any person or making an offer, and Bimed members are strictly forbidden to accept any of these.

2- WORKING CONDITIONS

Forced Labour

Bimed's working principle is based on the basis of voluntary labour force and only employs people who wants to work by their own free will. Bimed never force the employees to work by threatening, false pretence or putting any kind of pressure on them.

Child Labour

Unless a higher age limit is indicated in local legislation, no one who are not completed compulsory education

and under age 15 (except the given state in ILO Convention No. 138) can be employed. The employees under age 18 are not put work in hazardous occupations and/or on the night shifts with intend to meet the educational needs.

Harassment

It is against the law and codes of conduct to violate personal immunity by physical and sexual harassment, mobbing and/or emotional abuse in the work place or any places the employees are situated with business purposes. Accordingly, none of these situations can be tolerated at Bimed.

Indemnity and Salary System

The salary, overtime wage and salary-related rights of Bimed's employees are compatible with the Labour and Social Security Regulations.

Working Hours

Unless a lower maximum limit of working hours is not indicated in local legislation and except for extraordinary working conditions, it is not requested from the employees to work regularly more than 45 hours per week and more than 50 hours (including overtime work) during a work week. Bimed ensures the overtime work is based on voluntariness and the payments is made in accordance with local and national legislation or regulations. Except for extraordinary working conditions, all employees have at least one day off per a calendar week.

Non-discrimination

Bimed makes all employment-related decisions including recruitment, promotion, indemnity, benefits, education, mandatory dismissal and lay off, in accordance with the principle of non-discrimination. Race/colour, national origin, gender, religion, disability or any kind of discrimination is impermissible within the company.

3- CODES OF ETHICS

Business Records

Bimed properly creates, records and saves all business information in compliance with requirements of valid laws and regulations. Bimed considers honesty and openness highly important when having interviews with official authority.

Secrecy and Protection of Trade Secrets

Bimed keeps all information, know-how, methods or as-yet-unknown ideas, applications, methods, inventions, design, work etc. by related industrial field and never shares with third parties.

Conflict of Interests

Bimed avoids all actions which cause inappropriateness and/or conflict of interests.

Receiving and Giving Presents

Except for commercial traditions and promotional gifts, any kind of gift that gives the impression of irregularity, may cause a dependency relationship or may be perceived in that way are never accepted by Bimed.

Issue Date: 24.06.2016

Revision No: 1

Revision Date: 26.01.2018