

 ALPHA PLUS LIGATIO METALLICA	CORPORATE POLICY	Doküman No	PLT004
		İlk Yayın Tarihi	27.07.2025
		Gözden Geçirme Tarihi	05.01.2026
		Revizyon Tarihi	
		Revizyon No	
		Sayfa No	1/3

Scope: Alloy Production, Sales and Export of Precious and Base Metals

1. Purpose and Scope

This Corporate Policy defines Alpha Plus's fundamental principles and governance framework. It serves as an umbrella policy guiding all corporate, operational, ethical, social, environmental and compliance-related activities. This policy applies to all Alpha Plus employees, management, contractors, suppliers and business partners.

2. Corporate Governance and Policy Framework

Alpha Plus operates under an Integrated Management System (IMS) that ensures compliance with applicable laws, international standards and ethical principles. The policy hierarchy is structured as follows:

- Corporate Policy (PLT004)
- Thematic and Functional Policies (PLT001–PLT014)
- Procedures, work instructions and records

Top Management is responsible for approving this policy and ensuring its effective implementation within Alpha Plus. The Compliance Committee oversees monitoring, implementation and continuous improvement processes.

3. Ethics, Integrity and Legal Compliance

Alpha Plus commits to conduct business with integrity, transparency and accountability. This commitment is implemented through:

- PLT001 AML and KYC Policy
- PLT003 Code of Ethics Policy
- PLT011 RJC Code of Conduct Policy

All bribery, corruption, money laundering, terrorist financing and facilitation payments are strictly prohibited.

4. Human Rights, Labour Practices and Workplace Conditions

Alpha Plus respects internationally recognized human rights and labour standards. This commitment is implemented through:

- PLT002 Child Labour Policy
- PLT006 Human Rights Policy
- PLT007 Occupational Health and Safety Policy

The company prohibits child labour, forced labour and discrimination; and ensures safe, healthy and respectful working conditions.

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		Revizyon No	
		Sayfa No	2/3

5. Responsible Sourcing and Supply Chain Management

Alpha Plus commits to conduct responsible sourcing and supply chain due diligence in accordance with the OECD Due Diligence Guidance. This commitment is implemented through:

- PLT008 OECD Due Diligence Policy
- PLT013 Supply Chain Compliance Policy
- PLT014 Sustainable Sourcing Policy

Where necessary, risk-based supplier assessment, monitoring, corrective actions and relationship termination mechanisms are applied.

6. Environmental Responsibility and Quality Management

Alpha Plus commits to environmental protection, sustainable resource use and product quality. This commitment is implemented through:

- PLT005 Environmental Policy
- PLT010 Quality Policy

The company aligns its management systems with the principles of ISO 9001, ISO 14001 and ISO 45001.

7. Product Integrity, Data Protection and Security

Alpha Plus ensures product integrity, safe handling of materials, and protection of personal and business data. This commitment is implemented through:

- PLT009 Personal Data Protection Policy
- PLT011 RJC Code of Conduct Policy

8. Reporting, Grievance Mechanism and Non-Retaliation

Alpha Plus provides accessible and confidential reporting channels for concerns related to ethics, compliance or policy violations. This commitment is implemented through:

- PLT012 Whistleblowing and Grievance Mechanism Policy

Retaliation against whistleblowers is strictly prohibited.

9. Monitoring, Enforcement and Disciplinary Actions

Compliance with this Corporate Policy is monitored through internal controls, audits and management reviews. Violations may result in disciplinary actions, including termination of employment and/or business relationships.

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		Sayfa No	3/3

10. Continuous Improvement and Policy Review

Alpha Plus commits to continuous improvement of its management systems and ethical practices. This policy is reviewed annually or upon significant legal, operational or standard changes.

Commitment

Alpha Plus reaffirms its commitment to ethical conduct, responsible sourcing, respect for human rights, environmental management and sustainable business practices.

APPROVED BY THE GENERAL MANAGER AND THE BOARD OF DIRECTORS.

Alfa Metal Alışım San. ve Tic. Ltd. Şti.


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