



OUR BUSINESS ETHICS POLICY

We, as **NOVA**, it is our fundamental commitment to comply with the principles of business ethics and codes of conduct in all our activities, and to fulfill our part in the light of our basic principles in order to create a safe, healthy, clean and quality working environment and conditions for our employees, stakeholders and other interested parties.

- **Honesty and Trust**

Honesty and mutual trust are the basis of all our relationships and business processes inside and outside the company. We act with integrity and honesty in our relations with our employees, customers and all stakeholders, and take care to keep our promises as a company and as an individual.

- **Privacy and Information Management**

We take care to protect the private information of our customers, employees and all interested parties, information about confidentiality agreements with our customers, intellectual property rights and any other commercial and technical secrets.

- **Objectiveness**

We provide equal opportunities to our employees and Stakeholders and do not discriminate under any conditions or circumstances based on race, color, gender, religion, opinion, philosophical belief, sect, age and physical disability.

- **Conflict of Interest**

As Nova, we aim to avoid situations that create a conflict of interest in all our activities. We do not accept gifts of any kind with or without economic value.

- **Eligibility**

We comply with all laws, regulations and standards, and fulfill our responsibilities and obligations to all interested parties.

-**Fair Competition**

We believe in fair, free and open competition. We do not accept unlawful practices with competitors, customers and suppliers, and any kind of monopolistic or unfair trade practices, bribery and corruption by our company.

- **Respect for Society and Environment**

In all of our activities, we also take into consideration social responsibility, development of the sector and ensuring sustainability in paralel with the image, benefit and profitability of our company.

Together with our employees, suppliers and all stakeholders, it is our sincere decision to provide an accident-free and safe working environment that values people and the environment.

We know that we must comply with ethical principles as a whole in order to protect the success and reputation of our company and we expect all our employees, suppliers, stakeholders and related parties to take care in this respect.

Halil YILMAZ
General manager
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