

DAVRANIS KURALLARI CODE OF CONDUCT

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HSF DAVRANIS KURALLARI, HSF'NIN TEMEL ANAYASASIDIR VE TUM HSF CALISANLARI, STAJERLER VE ALT YUKLENICILERININ BU KURALLARA KESINTISIZ VE MAZERETSIZ BIR SEKILDE UYGULAMALARI KONUSUNDAKI YUKUMLULUKLERINI ACIKLAR.

- 0.1.** Ahlaki degerlere sahip bir sirket ve guvenilir bir is ortagi olarak itibarimiz, en degerli varliklarimizdan biridir ve isimiz icin hayati oneme sahiptir.
- 0.2.** İlk ve kosulsuz taahhudumuz, din veya irka bakimsizsin dogaya saygili, durust ve yasal hizmetler sunan bir sirket yapisi olusturmak ve bu sirket yapisini korumaktır.

Bu davranis kurallarinin uygulanmasindan hem bireysel hem de toplumsal olarak esit oranda sorumluyuz. HSF sirket yapısına ve urun guvenligine zarar verecek her durum ve kosul icin gordugunu gormemek, duydugunu duymamak, bildigini bilmemek hicbir kosul altinda kabul edilemez ve bu durum is akdinin feshi anlamına gelir.

- 0.3.** HSF Davranis Kurallari'nin temel amaci yalnızca "isleri dogru yapmayi" degil ayni zamanda etik olarak "dogru seyi yapmayi" da tesvik eder.

Etik olarak dogru olanı yapmak, kisisel cıkar elde etmek degildir.

- 0.4.** En ust duzeyde etik is standartlarına ve kulturel kurallara uymanın yalnızca dogru bir şey olmakla kalmayıp, ayni zamanda bir sirket olarak uzun vadeli basarımız icin kritik oneme sahip oldugunu anlıyor, teyit ediyor ve kosulsuz olarak kabul ediyoruz.

Bu baglamda, asagidakileri taahhud ederim:

1. HSF'de calistigim sure boyunca, hicbir kosulda ve hicbir pozisyonda, dogaya, calisma arkadaslarima ve isyerime zarar verici hicbir davranisda bulunmayacagim,
2. Tum gecerli yasalara, kurallara ve duzenlemelere uyacagim,
3. Bireysel kazanc ve rekabet ustunlugunden once guvenlige, kaliteye ve durustluga oncelik verecegim. Guvenlik endisesi yaratan bir sey gorurse hemer ustlerime rapor edecegim,
4. Her zaman, yetkilendirilmis calisanlar da dahil olmak uzere tum yetkililerle ve musterilerle durustluk, seffalik ve saygiyla iletisim kuracagim,
5. Calisma arkadaslarima saygili davranacagim ve tacizin hos gorulmeyecegini bilecegim,
6. HSF fabrika binasinda hicbir kosulda fiziksel saka, sozlu saka, saka amaclı dokunma veya benzeri davranislara musamaha gosterilmez ve kabul edilmez,

THE HSF CODE OF CONDUCT IS THE FUNDAMENTAL CONSTITUTION OF HSF AND EXPLAINS THE OBLIGATIONS OF ALL HSF EMPLOYEES, INTERNS AND SUBCONTRACTORS TO IMPLEMENT THEM WITHOUT INTERRUPTION AND WITHOUT ANY EXCUSES.

- 0.1.** Our reputation as an ethical company and trustworthy business partner is one of our most valuable assets and vital to our business.
- 0.2.** Our first and unconditional commitment is to establish a company that respects nature, provides honest and legal services, regardless of religion or race, and protect this structure.

We are equally responsible for the implementation of this code of conduct, both individually and collectively. Not seeing what you see, not hearing what you hear, not knowing what you know, for any situation or condition that would harm the HSF company structure and our product security is unacceptable under any circumstances and this situation means termination of the employment contract.

- 0.3.** The fundamental purpose of the HSF Code of Conduct is to encourage not only "doing things right" but also "doing the right thing" ethically.

Doing what is ethical right is not about gaining personal gain.

- 0.4.** We understand, confirm and unconditionally accept that observing the highest ethical business standards and cultural rules are not only the right thing to do but are critical to our long-term success as a company.

In this regard, I undertake the following:

1. I will not engage in any behavior that is harmful to nature, my colleagues, and my workplace, during the time I work for HSF, under any circumstances and in any position,
2. I will comply with all applicable laws, rules, and regulations,
3. I will prioritize safety, quality, and integrity above individual gain and competitive profit. If I see something that raises a safety concern, I will report it up immediately,
4. I will engage all authorities—including employees who act under assigned authority—and customers with candor, transparency, and respect always,
5. I will treat my colleagues with respect and understand that harassment will not be tolerated,
6. Physical joking, verbal joking, joking touching, or similar behavior should under no circumstances be tolerated and accepted in the HSF facility building.

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7. HSF'nin, sirket olarak yasadigi sorunlara cesitli deneyimlerin ve seslerin duyulduđu, saygi duyulduđu ve dahil edildigi kapsayici bir kultur olusturma misyonunu desteklemek icin calisacagim,
8. Kendim ve HSF icin cekar catismasi olusturacak hicbir faaliyet icinde bulunmayacagim,
9. HSF'nin durustlugu, tarafsizligi veya itibari konusunda suphe uyandiracak veya baska bir sekilde HSF icin utanc verici olacak sekilde hareket etmeyecegim,
10. Belgelerin, standartlarin, bilgilerin, son kullanicilarin, musterilerin ve son kullanim noktalarinin izinsiz cogaltilmasi, transferi ve kopyalanmasi her kosulda kesinlikle yasaktir.

Bu durumun (Madde 10) gercekleşmesi HSF icin yasal surecleri kosulsuz baslatmasi anlamina gelir.

11. Kisisel cekar elde etmek icin HSF'deki pozisyonumdan yararlanmayacagim veya bunu kotuye kullanmayacagim,
12. Herhangi bir yasadisi, uygunsuz veya etik olmayan davranisi derhal yonetimime sozlu olarak veya diger uygun kanallar araciligiyla bildirecegim,
13. Endiselerini dile getiren hic kimseye asla misilleme yapmayacagim veya cezalandirmayacagim.

Yukaridaki taahhudleri anlamazsam veya herhangi bir sorunla karsilasirsam, derhal yoneticilerime bu durumu bildirecegim ve destek isteyecegim.

7. I will work to support HSF's mission to build an inclusive culture in which diverse experiences and voices are heard, respected, and incorporated into the issues that we face as a company,
8. I will not engage in any activity that creates a conflict of interest for me or for HSF,
9. I will not act in a way that calls into doubt HSF's honesty, impartiality, or reputation, or that otherwise causes embarrassment for HSF,
10. Any unauthorized duplicating, transferring, and copying documents, standards, information, end users, customers, and end items is strictly prohibited under all circumstances.

The occurrence of this situation (Article 10) means that HSF will unconditionally initiate legal processes.

11. I will not take advantage of or abuse my HSF position to seek personal gain,
12. I will immediately report any illegal, inappropriate or unethical behavior to my management verbally or through other appropriate channels,
13. I will never retaliate against or punish anyone who speaks up to report a concern.

If I do not understand the above commitments or if I encounter any problems, I will immediately inform my managers about this and ask for support.