
ADMEX - Code of Conduct and Corporate Policies

1. POLICY ON BUSINESS ETHICS AND COMPLIANCE (Code of Conduct)

At **ADMEX (Advanced Motion Experts)**, conducting our business with unyielding integrity and maintaining the highest ethical standards is fundamental to our success. As a global provider of advanced industrial motion technologies, we expect all our employees, suppliers, and business partners to adhere to the following principles:

- **Compliance with Laws:** We comply strictly with all applicable local and international laws, regulations, and industry standards in every country where we operate and export (including EU, UK, US, and Australian regulations).
- **Anti-Bribery and Anti-Corruption:** We have a zero-tolerance policy towards bribery, corruption, extortion, and embezzlement. ADMEX employees and representatives are strictly prohibited from offering or accepting any form of improper advantage or kickback.
- **Fair Competition and Antitrust:** We compete fairly in the global market. We do not engage in any anti-competitive practices, price-fixing, or market-sharing agreements.
- **Conflict of Interest:** Employees must avoid situations where personal interests could conflict with the interests of ADMEX or our clients. All potential conflicts must be disclosed immediately.
- **Data Protection and Confidentiality:** Given our involvement in sensitive sectors like aerospace and automotive, we strictly protect the intellectual property, trade secrets, and confidential data of ADMEX, our clients, and our partners. We are fully compliant with relevant data protection laws (e.g., GDPR, KVKK).

2. SUSTAINABILITY AND ENVIRONMENTAL POLICY

ADMEX recognizes that sustainable manufacturing is essential for the future of our planet. While developing high-precision positioners, robotic linear tracks, and gantry systems, we are committed to minimizing our environmental footprint:

- **Resource Efficiency:** We continuously optimize our engineering and manufacturing processes to reduce energy and material consumption, striving for maximum operational efficiency.
- **Waste Management and Recycling:** We implement strict waste segregation, recycling of metals/scrap materials, and safe disposal of hazardous industrial waste in compliance with environmental regulations.
- **Sustainable Product Design:** Our advanced motion products are designed for durability, longevity, and high precision, which indirectly helps our clients in the robotics and automation sectors achieve higher efficiency and reduce their own operational waste.
- **Carbon Footprint Reduction:** We are dedicated to monitoring and progressively reducing greenhouse gas emissions across our supply chain and manufacturing facilities in Tuzla, Istanbul.

3. SOCIAL RESPONSIBILITY AND HUMAN RIGHTS POLICY

ADMEX values the dignity, safety, and well-being of every individual. Our human resources and operational frameworks are built on mutual respect and strict adherence to international human rights standards:

- **Fair Labor Practices:** We strictly prohibit all forms of forced labor, modern slavery, and child labor in our operations and throughout our supply chain.
- **Diversity and Non-Discrimination:** We provide equal employment opportunities and foster an inclusive workplace. We do not tolerate discrimination or harassment based on race, gender, religion, age, nationality, or disability.
- **Occupational Health and Safety (OHS):** The physical safety of our team is our top priority. As a manufacturer of heavy-duty industrial machinery, we maintain rigorous health and safety protocols to ensure a zero-harm working environment.
- **Fair Compensation and Working Hours:** We ensure that our employees receive fair compensation that meets or exceeds legal minimum standards, along with reasonable working hours and adequate rest periods in accordance with labor laws.

Declaration: *These policies are endorsed by the ADMEX Executive Management and are binding for all employees, contractors, and relevant third-party partners. We are committed to continuous improvement in our ethical, environmental, and social performance.*