

# **BİM Birleşik Mağazalar A.Ş.**

## **Competition Law Compliance Policy**

### **A.PURPOSE AND SCOPE**

Purpose of BİM's Competition Law Compliance Policy is to regulate the rules and procedures to ensure the compliance of Company activities with the competition legislation.

This policy is an indicator that while conducting its commercial activities and relations the Company gives importance to acting in accordance with the competition law. The Company guarantees to be professional, fair and honest in its activities and relations while also promising not to engage in activities that would violate the competition law.

Employees and managers of the Company are obliged to act in accordance with this Policy.

### **B.DESCRPTIONS**

**Authority:** Competition Authority

**Company:** Bim Birleşik Mağazalar A.Ş

**Policy:** BİM Competition Law Compliance Policy

**Competition:** The race that enables undertakings in the commodities or product markets to take economic decisions freely.

**Undertaking:** Real and legal persons who produce, market and sell goods or services in the market, as well as units that can make independent decisions and form an economic whole.

**Association of Undertakings:** All kinds of associations with or without legal personality formed by undertakings to achieve certain purposes.

**Competitive Information:** All kinds of information that would disrupt, limit and/or create such an impact on competition in the case it is shared with competitors.

**Dominant Position:** The power of one or more undertakings in a specific market, to determine economic parameters such as price, demand, production and distribution by acting independent from its competitors and customers.

**Concerted Practice:** In the absence of an agreement between undertakings, direct or indirect relations that provide a coordination or practical cooperation that replaces the independent actions of undertakings.

**Cartel:** Expresses competition restricting agreements and/or concerted practices between competitors on issues such as pricing, sharing of customers, suppliers, regions or trade channels, limiting the amount of demand or placing quotes and bid ridding.

## **C. BASIC PRINCIPLES**

The Company regularly monitors the compliance to the competition law and takes precautions against risks of non-compliance. The Company trains its employees on Competition Law and conducts necessary auditing activities.

In this context, all employees must follow basic principles below:

1. It is forbidden to enter into agreements with competitor companies with the aim of preventing, disrupting or restricting competition directly or indirectly, or to act in the nature of concerted action.

In this context, it is not allowed to negotiate or make an agreement with the competitors on issues such as pricings, discounts, maturity or any other commercial terms together, allocating regions, markets, boycotting other competitors or undertakings trying to enter the market, limiting services or investments.

Dialogs for similar purposes should not only be established in communications with competitors, but also with suppliers.

2. It is forbidden to share competitive information with the competitors or to obtain such information from the competitors.
3. Employees should be cautious in their correspondences and negotiations with the competitors and they should not engage in interactions that might be against the competition legislation or that might be understood in such way.
4. All kinds of meetings, correspondences, information sharing and agreements with companies that are not our competitors should also be in accordance with the competition law.
5. Employees should carry out all kinds of written communication related to work through the provided corporate e-mail account, and other means of communication should not be used for this purpose.
6. While attending activities that include a sectoral unity or has a similar community, behaviors that are not in line with the competition should be abstained from.
7. Before answering any competitor/supplier demand that is risky in terms of competition law, employees should first consult to the Company's competition law consultant through Accounting and Administrative Affairs Directorate. These kind of demands should not be left unanswered, it should be stated in written form to the addressee that their demand is not in accordance with the competition law, and a positive answer cannot be given to them.

8. It is forbidden to set the salaries of employees with other undertakings, keeping the salaries at a certain level or having an agreement not to lure or hire each other's employees. Sharing information about the aforementioned issues is also considered competitive information and it should absolutely be abstained from to engage in such interactions.
9. All activities carried out in markets with a high market share should be carried out with care, and actions, practices and agreements that may pose a risk in terms of pushing competitors out of the market, preventing new competitors from entering the market, or imposing conditions for abuse of dominant position on customers or business partners should be avoided.

In the case of non-compliance with the above principles and violation of competition law, heavy fines and administrative measures may be applied to the Company. In addition, the Company may face claims for compensation in lawsuits filed by the victims of the violation.

Employees can get in contact with the Company's competition law consultant through Accounting and Administrative Affairs Directorate regarding their questions on this Policy and its implementation.

#### **D. AUTHORITIES OF THE COMPETITION AUTHORITY AND ISSUES TO BE CONSIDERED DURING INVESTIGATION**

The Competition Authority can make investigations to undertakings when it sees necessary. In case of an investigation by the Authority on our Company regarding competition law, the officials from the Authority have the following authorities:

1. Investigation of the corporate books, all kinds of data stored physically and electronically as well as data stored in information systems and taking copies and physical samples of these data,
2. Asking for written or verbal explanation on some matters,
3. On-site inspection of all kinds of assets belonging to the Company,
4. Investigation of personal devices of the Company authorities.

The issues to be known and considered regarding the institution inspection are given below:

1. Authority official do not have to give notice before on-site investigation.
2. Court decision is not necessary for an on-site investigation.

3. Officials should not be waited. However, their ID cards and authority certificates must be investigated.
4. Investigation should not be made difficult, and officials should be assisted.
5. Every official must be accompanied during on-site investigation.
6. Investigation should not be halted with excuses such as Company authorities or corporate lawyer not being present.
7. All kinds of investigation should be permitted, computer passwords, or if there is one, the password of the case should be shared and rooms should not be kept locked.
8. Withholding documents due to commercial secrets should be out of the question.
9. One should not withhold, hide, tear, destroy and/or leak documents asked by the authorities.

It should be kept in mind that in cases where the investigation is prevented or made difficult, heavy administrative and legal sanctions will be applied.