



Sustainability Policy

Reference number: 0

TFQS_PO5_Sustainability
Policy

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Date of last update	21.03.2025
Prepared by	Group Sustainability Manager
Approved by	CEO & Senior Vice President Quality

1. Introduction

Tristone promotes sustainable development and responsible business practices that support environmental and social responsibility, as well as strong governance.

We aim to meet the growing ESG expectations of stakeholders by maximizing our contribution to sustainable development while addressing current needs and we are committed to becoming a carbon-neutral company by 2050, in alignment with the Paris Agreement.

2. Our Principles

- We support the United Nations Sustainable Development Goals (SDGs).
- We review Tristone's Sustainability Approach, which organizes our Sustainability strategy.
- We establish action guidelines in line with Tristone's values, covering respect for human rights, environmental protection, health and safety, energy management, climate action, resource efficiency, diversity, equal opportunities, tax responsibility, ethical behavior, and anti-corruption efforts.
- We integrate sustainability across all businesses and organizational levels, ensuring the necessary resources are available and considering stakeholders' expectations.
- We assess and continuously improve risk management and control systems, ensuring sustainability performance throughout the entire life cycle.
- We understand, analyze, and manage the expectations of various stakeholders, including shareholders, employees, customers, partners, suppliers, public institutions, media, local communities, and society at large.
- We create social value by maximizing positive impacts and minimizing negative impacts on society and the environment, fostering sustainable business opportunities, and establishing partnerships for sustainability.
- We ensure compliance with legal requirements, internal regulations, and voluntary commitments.



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3. Environmental Responsibility

Tristone mitigates its environmental footprint by:

- Reducing and avoiding greenhouse gas (GHG) emissions, compatible with the GHG Protocol, to mitigate climate change effects.
- Implementing energy-efficient solutions and promoting the use of renewable energy.
- Reducing waste, optimizing resource efficiency, and supporting circular economy principles.
- Ensuring environmental protection through responsible management of natural resources and pollution prevention.
- Continuously improving environmental performance through innovation and best practices.

4. Social Responsibility

Tristone values its employees, communities, and customers by:

- Ensuring a safe, inclusive, and diverse workplace that promotes employee well-being and equal opportunities.
- Respecting human rights and fair labor practices throughout our supply chain.
- Engaging in community initiatives that drive positive social impact.
- Maintaining high ethical standards and integrity in all business dealings.
- Supporting employee training and development to build a culture of sustainability.

5. Governance and Ethical Business Practices

Tristone upholds strong corporate governance by:

- Ensuring transparency, accountability, and ethical decision-making at all levels.
- Adhering to anti-corruption and anti-bribery policies to prevent illegal behavior.
- Managing risks effectively, to ensure long-term business resilience.
- Conducting regular assessments and audits to uphold ESG principles.
- Fulfilling reporting duties of sustainability transparently.



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6. Commitment to Continuous Improvement

Tristone is dedicated to continuous improvement by:

- Setting measurable sustainability targets and monitoring progress.
- Engaging stakeholders to understand their expectations and integrate feedback.
- Collaborating with industry partners to advance sustainable solutions.
- Regularly reviewing and updating this policy to reflect evolving standards and best practices.

7. Policy Implementation and Compliance

All Tristone employees, suppliers, and business partners are expected to adhere to this policy.

Handwritten signature of Hua Wei in cursive.

Hua Wei
CEO & President

Handwritten signature of Marcin Placek in cursive.

Marcin Placek
Senior Vice President Quality

Handwritten signature of Gokhan Yilmaz in cursive.

Gokhan Yilmaz
Group Sustainability Manager



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History of revisions

revision	changes to former release	author	date
0	Initial release	Gokhan Yilmaz	21.03.2025

Date of first issue	Revision done by	Checked by	Released on
01.07.2012	G. Yilmaz	CEO, SVP Quality	13.09.2024