

## SOCIAL COMPLIANCE POLICY

*Our company, which operates with the principle of considering “sustainability (economic, environmental, social)” as the most critical component at every stage of production and management and has signed the United Nations Global Compact, adheres to the following principles,*

### ❖ Compliance with Laws and Other Obligations

We continuously monitor and comply with applicable laws and regulations, our customers' partnership rules, and requested ethical behavior codes (RBA, BSCI, SEDEX, ICS, etc.), as well as the Management System standards we voluntarily implement.

### ❖ Relationships with Employees

We respect human rights and the dignity of all employees. We treat our employees within the framework of equality and integrity. To create a safe and healthy working environment, we comply with all applicable laws and aim to establish best practice examples.

### ❖ Protection of Human Dignity

We shape the future with the strength of our employees. We consider our employees our most valuable asset, respect their rights, and protect these rights. We provide a respectful, fair, and dignified work environment. We adopt an honest, trust-based, and constructive communication approach, exhibit ethical behavior within the framework of love and respect, and avoid actions that harm dignity or pride. We value our employees' opinions and create work environments where they can freely express their ideas.

### ❖ Information Misuse

We comply with legal regulations and do not use non-public internal information (commercial, financial, technical, legal, etc.) for personal gain or to benefit third parties (insider trading/information misuse).

### ❖ Forced Labor

Employees are employed solely based on their free will and under valid contracts; forced or involuntary labor is strictly prohibited. Additionally, employees' rights to paid annual leave are guaranteed. Our company firmly opposes all forms of modern slavery, including debt bondage, forced labor, and human trafficking. No employee may be subjected to work through threats, coercion, punishment, debt, or any other form of compulsion. We adopt fair and transparent practices based entirely on free will in recruitment and employment processes.

### ❖ Child Labor

Our company strictly rejects child labor. We fully comply with all legal regulations regarding the employment of children and young workers and do not permit the employment of individuals under 18 years of age.

### ❖ Prevention of Harassment and Abuse

In our company, corporate punishment, verbal, physical, or psychological harassment, or coercion is not permitted. We are sensitive to protecting our employees' personal rights and show zero tolerance for any psychological pressure or harassment that violates their personal values or causes emotional harm.

### ❖ Wages and Payments

We ensure that employees receive their regular and overtime payments as stipulated by law and employment contracts, as well as access to designated social benefits. Beyond public programs, we prioritize initiatives to expand social security coverage for employees.

### ❖ Working Hours and Overtime Practices

We comply with applicable legislation and legal obligations regarding working hours, as well as the principles set by the International Labour Organization (ILO). Overtime is voluntary, and employees are compensated for overtime in accordance with their legal rights. We regularly monitor working hours, including overtime management.

### ❖ Diversity, Equality, Inclusion, and Prevention of Discrimination

In line with our commitment to the United Nations Global Compact (UNGC) principles on human rights, we always act fairly and prioritize providing equal opportunities based on employees' talents and experiences. We employ individuals based on their ability to perform the job, not based on race, color, language, religion, ethnicity, pregnancy, age, marital status, or gender. We also determine compensation, social benefits, and promotions in line with this approach.

### ❖ Anti-Corruption and Anti-Bribery

We conduct all our activities fairly, transparently, honestly, and in compliance with legal and ethical standards, adhering to national and international regulations on combating money laundering, terrorist financing, corruption, and similar crimes. We hold our employees accountable for acting in compliance with all applicable laws and regulations regarding anti-money laundering and anti-corruption.

### ❖ Equal Pay for Equal Work

We do not permit gender-based wage discrimination. To ensure equal pay between male and female employees, we regularly monitor and evaluate wage disparities.

#### ❖ Payment of a Living Wage

Our primary goal is to ensure that employees can meet their basic needs and lead a dignified life. Wages are determined to be at or above the cost-of-living estimates and benchmark values.

#### ❖ Corporate and Personal Conflict of Interest

We avoid all forms of conflict of interest, including any benefits provided to employees' relatives, close associates, or related individuals or entities, as well as any material or non-material obligations associated with them. We uphold the principles of transparency and accountability.

#### ❖ Occupational Health and Safety

We adopt a proactive risk-analysis-based approach, ensure all employees' participation in occupational health and safety practices, and prioritize a work system that places employee health first.

#### ❖ Freedom of Association

We respect employees' rights to join or not join unions and facilitate regular communication with employee representatives regarding working conditions.

#### ❖ Environment

Based on environmental aspects and impact assessments, we aim to prevent environmental pollution and reduce it at the source. We conduct all our activities and investments in harmony with the environment, prioritizing the sustainable use of natural resources and minimizing negative environmental impacts. We promote the use of renewable energy and use natural resources, especially soil and water, responsibly and efficiently. We carry out work to reduce carbon emissions and waste and increase recycling rates. We also offer training and reskilling programs to mitigate the negative effects that industrial transformations and climate transitions may cause.

#### ❖ Sustainability

Within the framework of the United Nations Global Compact (UNGC), we work to comply with, develop, and promote its 10 principles on human rights, labor conditions, the environment, and anti-corruption. We continue to increase our direct and indirect contributions to achieving these goals.

#### ❖ Employee Information and Training

We inform employees at all levels about the Ethical Principles and their related responsibilities as part of employment conditions. We communicate our Ethical Principles to all new employees through orientation programs and expect compliance with these principles.

#### ❖ Relationships with Stakeholders

We ensure that our suppliers comply with legal obligations, respect human rights, adhere to employee rights and environmental protection standards. We support them in acting in accordance with business ethics and anti-corruption principles. We work proactively to create value for our customers and consumers, meeting their demands and needs at the highest level. We aim to continuously develop and improve processes related to customer and consumer health and safety.

#### ❖ Management System

We aim to conduct, sustain, and continuously improve social compliance activities within the framework of our integrated management system.

#### ❖ Mass Layoffs

We adhere to the minimum consultation processes and advance notification requirements for employees, adopting a transparent and humane approach.

***In line with these policy principles, we commit to fulfilling all our responsibilities to provide an ethical, fair, and sustainable work environment and to continuously improve.***

***We expect all our suppliers and business partners to act in accordance with these policy standards.***

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