



SOCIAL COMPLIANCE POLICY

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1. Forced Labor (Voluntary Labor)

Our company does not impose forced labor on any employee. Working principles in our company are based on volunteerism. In the event that an employee leaves their job, the company cannot prevent or postpone this except for security reasons. All information regarding our employees is protected and kept confidential to the extent specified by law.

social compliance policy

2. Child Labor (Underage Employees)

Child labor is strictly not accepted in our company. Except for mandatory cases such as interns and trainees, the minimum age determined by national and international laws is taken into account.

3. Discrimination (Egalitarian Approach)

Our company values all employees and their contributions. It holds a deep-rooted commitment to standing against discrimination and ensuring equal opportunity. As management, we are determined to maintain our organization as an institution free from physical or verbal harassment and discrimination based on race, gender, color, nationality, social origin, religion, age, disability, political opinion, or any status protected by applicable laws. Personnel selection is based on minimum qualifications such as open positions, education, interests, talent, and work experience.

4. Ethical Business Conduct

Our company does not tolerate corruption, fraud, embezzlement, or bribery in any way.

5. Working Hours and Wages

Our company provides competitive wages to its employees according to the sectoral and local labor market. Our practices regarding wages, working hours, overtime, and benefits are carried out in full compliance with applicable laws and employment contracts. Employees are offered opportunities to develop their skills and capacities, and these efforts are supported by providing promotion opportunities whenever possible. No discrimination based on gender, religion, language, or race is made regarding wages/salaries or promotions. The lowest salary in our company is the minimum wage.

6. Health and Safety

Our company ensures the creation and maintenance of a safe and healthy workplace environment. The company aims to ensure continuity by creating a work environment where employees can work safely, healthily, and productively, minimizing the risk of exposure to accidents, injuries, and all factors that threaten health. Care is taken to provide a workplace environment free of violence, harassment, threats, abuse, and disturbing conditions. All occupational health and safety rules regulated by legal legislation are applied in our company.



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7. Commitment to Community and Stakeholders

Our company pledges to build relationships with its stakeholders based on good faith by listening to their views, gaining information from them, and taking their opinions into account. In this context, it determines employee representatives according to legal legislation, creates an environment where employees can discuss problems with representatives, and enables them to report suggestions in writing via suggestion boxes. We commit to establishing a dialogue with stakeholders regarding workplace rights within the scope of our influence when appropriate.

8. Employment of Foreign Workers

For foreign national employees employed or to be employed in accordance with our laws, employment contracts are prepared in a language they understand. All personnel procedures from hiring to termination are carried out in accordance with current legal legislation. Under no circumstances can a worker be employed by being placed in debt. The legal rights of foreign workers regarding employment are protected by our company. Our company does not employ illegal (undocumented) workers.

9. Rest Days and Holidays

Our employees are not deprived of rest and holiday days within the framework of their legal rights. Personnel working six days a week are given one day of weekly rest.

10. Recruitment and Employment

Open positions needed by company management are determined, and employment is carried out by the company management within the framework of specific rules (egalitarian approach, leave, wages, holidays, employment contract, etc.) in accordance with the law.

11. Employment Contract

An "Indefinite Term Employment Contract" is prepared between the company and the person to be employed, containing the conditions offered to the candidate and complying with the workplace and laws. Personnel who accept the duty sign the "Indefinite Term Employment Contract and Overtime Consent Form". A copy of the contract is given to the employee against a signature, and all rules and regulations required by the company and the job are conveyed through orientation training.

12. Work and Labor Discipline

Discipline rules determined by our company are applied to ensure disciplined work. The company does not apply any wage deduction sanctions to discipline its employees. All employees carry out their work in accordance with the working procedure instructions.



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13. Young Workers and Working Hours

Meetings are planned between employees and the employer regarding social rights and work order. Working hours for young workers are 40 hours, and working hours for those over 18 are 45 hours.

14. Collective Bargaining and Union Rights

Our employees are granted the right to collective bargaining and the right to join a union. It is stated in the "Indefinite Term Employment Contract" that our employees can use these rights. Employees are aware of these rights, and no pressure is exerted regarding them. We respect and implement internationally recognized human rights principles, such as freedom of association and collective bargaining.

15. Environmental Protection

We manage the environmental impacts that may arise from all our activities with a sense of responsibility. We identify and implement all kinds of improvement and development efforts that will eliminate or minimize environmental impacts and use natural resources most efficiently.

16. Implementation and Audit

All principles in this policy document are put into practice through necessary regulations, and the level of implementation is audited by the relevant department. We consider the success of our company in social responsibility practices as an important criterion in evaluating our company performance. This policy document has been prepared to share a clear commitment that our company will fulfill all its responsibilities for a better world and future with all our employees, stakeholders, and business partners.