

Social Compliance Policy

Our company's Social Compliance Policy encompasses the standards we have developed based on teamwork and in line with the fundamental principles and values we share with all our business partners. Our goal is to fully integrate this policy into our corporate culture.

Accordingly, our social compliance standards have been established and implemented. This policy not only aims to improve the quality of our products and services but also ensures that employees' rights are protected in compliance with legal regulations, full adherence to occupational health and safety rules, an environmentally conscious approach, open communication among employees, and a working environment built on mutual respect and trust.

Our policy is regularly communicated to all employees through training sessions. In addition, necessary information is shared with suppliers, who are evaluated based on these criteria.

Furthermore, a reporting mechanism has been implemented to enable employees to freely express their concerns, complaints, and suggestions. In this context, any feedback, suggestions, or reports submitted via "suggestion boxes" are evaluated by senior management, and continuous improvement activities are conducted where necessary. Systematic development efforts are carried out based on employee feedback and relevant legal requirements. It is guaranteed that no employee will face any punitive action for making a report.

The Social Compliance Policy covers the following components:

- Prohibition of Forced Labor (Voluntary Employment)
- Child Labor (Underage Workers)
- Non-Discrimination (Equal Opportunity Approach)
- Working Hours and Wages (Salary / Payments)
- Health and Safety
- Community and Stakeholder Engagement
- Employment of Foreign Workers
- Prevention of Human Trafficking
- Rest Days and Holidays
- Recruitment and Employment
- Employment Contracts (Employer Agreements)
- Worker Discipline
- Environmental and Occupational Health & Safety Issues
- Compliance with Customs Regulations
- Respect for Freedom of Association, Unionization, and Collective Bargaining Rights
- Adherence to Ethical Principles
- Listening to and Evaluating Suggestions and Complaints