

1. OBJECTIVE

Our company has established a social responsibility system with the aim of leaving a better world for our future, which is in compliance with current laws and our customers' social standards, respects general accepted social norms and principles, continuously improves and develops human rights, environment, and working conditions, educates our employees on social and environmental dimensions to reach international standards, and aims to make all of these our corporate values.

2. LEGAL COMPLIANCE

Our company is based on compliance with all applicable laws and regulations, minimum industrial standards, ILO and UN agreements, and all other significant legal requirements.

3. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

In our company, all workers have the freedom of association and collective bargaining. Each individual has the right to form a union and join a union of their own free will.

4. PREVENTION OF DISCRIMINATION

In our company, regardless of gender, age, religion, race, creed, birth, social status, disability, ethnic origin, nationality, union or labor organization membership, political views or inclination, sexual preference, family responsibilities, marital status, or any other conditions that may cause discrimination, everyone is treated equally in employment, remuneration, training opportunities, promotion, and retirement-related practices in recruitment and employment.

5. REMUNERATION

In our company, wages for regular working hours, overtime, and overtime differentials comply with the legal minimum wage and/or industry standard. Illegal or unjustified deductions are not made from salaries. Deductions are not made in disciplinary penalties.

6. WORKING HOURS

In our company, compliance with all applicable national laws regarding working hours and public holidays is ensured.

7. HEALTH AND SAFETY IN THE WORKPLACE

Our company provides a safe and healthy working environment for our employees and minimizes potential hazards related to the work or that may occur during the work, preventing the deterioration of the workers' health. We develop and implement strict regulations and procedures for occupational health and safety, especially in terms of providing personal protective equipment, clean toilet facilities, clean drinking water, and ensuring that food products are stored in healthy and clean conditions. Young workers are not employed in dangerous and harmful environments. All employees are trained in occupational health and safety, and records of these trainings are kept regularly and repeated for new or re-employed personnel.

8. PROHIBITION OF CHILD LABOR

Our company is firmly against child labor exploitation. We guarantee compliance with obligations specified by laws. We are striving to prevent child labor not only in our company units but also in our suppliers.

9. PROHIBITION ON FORCED AND COMPULSORY LABOR AND DISCIPLINARY SANCTIONS

In our company, practices that violate fundamental human rights such as taking deposits at the beginning of an employment contract, confiscating personal identification documents, and similar practices are strictly prohibited. All employees have the right to leave the workplace after completing a standard working day.

10. PROHIBITION OF FORCED LABOR AND HUMAN TRAFFICKING

We reject all forms of forced and illegal labor practices, including debt bondage, military labor, modern slavery, human trafficking, smuggling, refugee labor, and employment without insurance, in our company.

11. ENVIRONMENTAL AND ENVIRONMENTAL SAFETY ISSUES

In our company, standards have been established and implemented for the disposal of garbage and waste, the use and storage of chemical and other hazardous substances, as well as practices related to emissions and wastewater. We apply the "zero waste" rule with all our units to protect our environment and ensure the continuity of this awareness. We aim to continuously improve our environmental performance by complying with all environmental laws and regulations, controlling environmental impacts, and reducing these impacts. We aim to leave a livable and clean environment for future generations by carrying out our product production activities with "Operational Excellence" together with all our employees.

12. PRISON LABOR

Our policy against human rights violations and labor theft does not use prison labor to make money.

13. MANAGEMENT SYSTEMS

In our company, a Social Compliance Policy has been developed and implemented that not only ensures the application of BSCI Supply Rules criteria but also focuses on developing a system that prevents corruption and bribery in all company activities.