

SOCIAL RESPONSIBILITY AND ETHICS POLICY

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As Tanrikulu Group of Companies, we undertake to maintain full compliance with applicable legal requirements and to comply fully, in particular, with standards issued by the International Labour Organization (ILO), the Universal Declaration of Human Rights and United Nations conventions. This commitment is not limited to achieving compliance; it also aims to ensure its continuity and continually improve our practices.

Through our Social Responsibility Policy, we aim to create a highly engaged, happy, productive, successful and healthy workforce by building a corporate culture that reflects the spirit of Tanrikulu Group of Companies: equitable, fair and transparent; giving employees a voice and opportunities to realise their potential; valuing every employee's contribution to the Group's future; performance- and development-oriented; and demonstrating strong, effective leadership in every field.

Throughout employment, we prioritise merit, equal treatment and non-discrimination. We also aim to promote social balance and justice by providing employment opportunities to vulnerable groups. Believing that social compliance is founded on informed employees, we seek to raise awareness by informing employees, during recruitment and periodically throughout employment, about their employment rights, company rules and working conditions.

We are committed to embedding our corporate culture effectively in the following areas of social responsibility:

1. Forced Labour

We do not employ bonded, forced or involuntary labour.

2. Child Labour

We comply with the rules and principles governing the employment of children and young workers and do not employ anyone under the age of 18.

3. Prevention of Harassment and Ill-Treatment

We do not impose corporal punishment and do not permit verbal, physical or psychological harassment or coercion.

4. Wages and Payments

We pay employees' wages and overtime in accordance with labour and social security legislation.

5. Working Hours

We comply with applicable laws and obligations when determining working hours and observe the principle that overtime is voluntary.

6. Prevention of Discrimination

We do not discriminate against anyone in recruitment, remuneration, access to training, promotion, termination or retirement on the grounds of race, nationality, social class, religion, age, disability, sex, marital status, sexual orientation, trade-union membership or political affiliation.

7. Freedom of Association and the Right to Collective Bargaining

We respect every employee's freedom of association and right to collective bargaining, according to their own choice.

8. Ethical Business Conduct

We do not tolerate corruption, fraud, embezzlement or bribery in any form.

9. Communication

Believing that success depends on healthy communication, we maintain active communication among employees and with managers, build sound employee-manager relations and implement practices that ensure their continuity.

10. Occupational Health and Safety

We adopt a proactive approach based on risk analysis, ensure the participation of all employees in occupational health and safety practices and maintain a working system that prioritises employees' overall health. Recognising people as our most valuable asset in every activity, we regard the creation of a safer and healthier workplace and the minimisation of all potential losses as a primary objective.

We provide training so that all employees understand their individual responsibilities; supply the equipment required for occupational health and safety; comply with applicable local laws, regulations and requirements while also observing Tanrikulu Group standards and rules; create a communication environment in which all employees can work in accordance with the Occupational Health and Safety Policy; raise awareness of relevant

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initiatives; and identify, control and reduce to acceptable levels the occupational health and safety risks arising from our activities.

11. Environment

Based on the assessment of environmental aspects and impacts, we use natural resources efficiently, prevent environmental pollution and reduce pollution at source.

12. Supplier Relations

We assess the social compliance activities of our suppliers, monitor assessment results through action plans and progressively improve their social compliance levels.

13. Training

Accordingly, we organise internal or external training to increase employees' awareness of social responsibility, ethics, occupational health and safety and the environment, support their professional and personal development, and thereby ensure the continual development of both employees and the company.

14. Management System

We undertake to conduct Social Compliance, Occupational Health and Safety and Environmental Management activities under an appropriate management system, ensure their continuity and continually improve them.