

HUMAN RIGHTS AND DUE DILIGENCE POLICY

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1. PURPOSE

The purpose of the Human Rights Policy is to reflect the principles adopted by TANRIKULU regarding human rights and to serve as a guide for employees and business partners. This policy has been prepared on the basis of the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Convention on the Rights of the Child, the fundamental ILO conventions, the UN Guiding Principles on Business and Human Rights and national laws.

It is aligned with “We at TANRIKULU and Our Principles”, which sets out the ethical principles and standards of conduct in working life applicable to employees of TANRIKULU and its affiliated companies and to all business partners.

This policy also covers Human Rights Due Diligence processes for identifying, assessing, preventing, mitigating and, where necessary, remedying potential adverse human-rights impacts in Tanrikulu Plastik’s operations and supply chain.

2. SCOPE

This policy applies to all TANRIKULU companies worldwide and to all organisations with which the company has a business relationship (“business partners”), including suppliers, subcontractors, service providers and logistics companies. TANRIKULU encourages its business partners to implement the principles set out in this policy and adopt similar policies.

3. RESPONSIBILITIES

TANRIKULU Senior Management, the Human Resources Director and the Factory Manager are responsible for implementing this policy. The TANRIKULU Board of Directors has ultimate oversight responsibility for establishing and operating reporting, investigation and sanction mechanisms in cases of non-compliance with the rules and requirements of the Human Rights Policy.

4. POLICY

TANRIKULU conducts its operations with respect for human rights at all workplaces in which it operates globally. The company works to provide a workplace that meets international standards, respects human rights, allows employees to develop and express their ideas freely, and protects them from discrimination.

4.1 Principles, Commitments and Related Practices

4.1.1 Respect for Human Rights and Compliance

Grounding all its relationships in mutual respect, TANRIKULU works to respect human rights in its dealings with employees, customers, business partners, competitors and the communities in which it operates; to encourage them to be sensitive to this issue; and to prevent human-rights violations.

4.1.2 Equal Opportunity, Diversity and Inclusion

We provide a working environment in which employees, regardless of their differences, feel fully included and respect one another’s rights and dignity in all conduct. Recruitment, placement, career development, training, remuneration and promotion decisions are based on employees’ qualifications, performance, skills and experience. Within this system, which recognises performance and contributions to corporate success, cultural diversity and equal opportunity are encouraged. Workforce diversity is essential to achieving the company’s objectives. We therefore work to attract, develop and retain open-minded, tolerant talent from different backgrounds and with different experiences who respect diversity.

4.1.3 Non-Discrimination

Everyone working at TANRIKULU enjoys legally recognised rights and freedoms on an equal basis. In line with TANRIKULU’s Social Responsibility and Ethics Policy, discrimination is prohibited on the grounds of age, sex, race, colour, language, religion, philosophical or political opinion, ethnic origin, economic status, sexual orientation, health status, disability, appearance, clothing or lifestyle. Discriminatory conduct, actions or retaliation of any kind are not tolerated.

4.1.4 Right to Collective Bargaining and Freedom of Association

Employees’ right to collective bargaining and freedom of association are respected.

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4.1.5 Freedom of Expression

We are committed to preventing any situation that may hinder employees from exercising their right to freedom of expression in the workplace and provide the tools and environment required for employees to express themselves freely.

4.1.6 Occupational Health and Safety

Protecting the health and safety of employees and of visitors or business partners present at TANRIKULU workplaces and/or work areas for any reason is among TANRIKULU's key priorities. Company management therefore strives to provide the highest safety standards to prevent potential workplace hazards. Compliance with applicable occupational health and safety legislation and internal requirements is essential to creating a safe and healthy workplace. Through its Occupational Health and Safety Committee, TANRIKULU regularly identifies and addresses risks that may cause accidents, injuries or health problems in order to provide and maintain a healthy and productive workplace.

4.1.7 Forced Labour

Employees may not be required to work against their will. No employee is subjected to pressure in any matter; all employees are hired voluntarily for appropriate positions under equal conditions.

4.1.8 Child Labour

In accordance with the principle of eliminating child labour set out in the International Labour Organization Declaration on Fundamental Principles and Rights at Work, TANRIKULU does not employ child labour.

4.1.9 Violence and Ill-Treatment

TANRIKULU undertakes to provide all employees with a safe working environment and to treat them respectfully and in a manner that does not undermine human dignity. Employees must not commit physical or psychological violence or ill-treatment against anyone for any reason, nor condone such conduct by others. Threats of violence or ill-treatment, as well as attempts to intimidate, fall within the same scope even if no action is taken. TANRIKULU does not tolerate physical, verbal, sexual or psychological harassment, abuse or threats in any form.

4.1.10 Working Hours, Wages and Employment Rights

TANRIKULU conducts its operations in compliance with applicable laws on wages, working hours, overtime and benefits. It seeks to prevent overtime by improving employee productivity during working hours and supports work-life balance.

TANRIKULU promotes a productive and motivating workplace that continually supports development, opportunities for personal growth, investment in training, and recognition and reward programmes that encourage achievement, exemplary conduct, innovation and creativity.

4.2 Human Rights Due Diligence

TANRIKULU regularly conducts due diligence to identify, assess and manage potential human-rights risks arising from its activities and business relationships.

Within this scope:

- Human-rights risks are assessed periodically.
- Suppliers are reviewed for human-rights compliance.
- Corrective actions are planned and monitored for identified risks.
- Human-rights performance is monitored through internal audits, employee feedback and management review meetings.
- Policies and practices are continually improved where necessary.

4.3 Resolution of Non-Compliance with the Policy

Any situation or suspicion believed to be contrary to TANRIKULU's ethical values and principles, policies and procedures, or legal requirements must be reported via etik_akyazi@tanrikulu.com.tr. The Ethics Line is a support centre operated by company or

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companies independent of TANRIKULU. It is accessible by telephone or website, operates continuously 24/7, and allows actual or witnessed non-compliance in Türkiye and other countries to be reported, concerns to be raised verbally or in writing, and questions to be asked.

Current information on Ethics Line channels and their use is communicated to employees at TANRIKULU through noticeboards and training materials, including emails and posters.

Reported allegations of human-rights violations are assessed impartially, necessary investigations are conducted and appropriate corrective actions are implemented. Retaliation against anyone who reports a concern in good faith is prohibited.

4.4 Continual Improvement

TANRIKULU regularly reviews the effectiveness of its human-rights due diligence processes and undertakes to improve them continually in line with national and international good practices.