



Human Rights Policy

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The Company respects the human rights and stands against any kind of discrimination and inequality. As set forth in the Codes of Business Conduct, the basis for the business activities starts with respect for human.

Accordingly;

- The business activities are carried out in communication with the employees on the basis of a safe and healthy work environment, right to life, remuneration, flexible working hours, trainings for personal and professional development, freedom of expression and expectation, love and compassion.
- The Company life cannot include any factor that may be considered as modern slavery, including forced labor, child labor or human trafficking.
- The social life and human rights of minorities, local people, ethnic minorities, persons with disabilities, children, women and all other vulnerable groups are treated respectfully.
- The employees and suppliers are continuously encouraged to respect the human rights and the necessary activities are carried out in order to increase their awareness levels.
- The Declaration on Fundamental Principles and Rights at Work and the International Declaration of Human Rights of the International Labor Organization (ILO) form the basis for the policies and acts of human rights.
- The practices promoting the sustainable development are implemented by establishing good communication with societies in which the Company operates, respecting the human rights and supporting the sustainable development.
- Any act that is in contrary to the human rights policy and the Codes of Conduct is never acceptable by the Company. If such an act is detected, the relevant person is subjected to investigation and the legal process is initiated if necessary.
- The necessary structure for preventing the violations of human rights and forced labor is established.
- Systems for preventing discrimination and harassment cases are developed.