



## Global Compact and Cohesion Policy

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#### Approach to Human Rights

The Company considers it appropriate to exhibit a local and global human rights perspective in accordance with all legal directives, the framework texts and affirmative cross application policy documents (UNGC; Principle-01).

The Company observes that all business partners have human rights practices within the same framework as within the company and follows up these practices within the bounds of possibility (UNGC; Principle-02).

#### Improvement of the Working Standards

The employees of the Company are encouraged to clearly discuss any issues related to the company and their job roles (UNGC; Principle-03).

The Company does not allow the establishment or development of an application that will lead to the forced labor of the employees within the organization of the company and any of its suppliers. Moreover, it is also unacceptable within the framework of the Codes of Conduct that the employees who are out of the scope of the application are exposed to such practices that may be interpreted as forced labor through individual written or verbal decisions or behaviors. (UNGC; Principle-04)

The Company does not allow the employment of child workers within the organization of the company and in all of its other business partners and suppliers. The Company adopts the highest standards as criteria in all geographical locations where it operates in terms of the definition of child labor, and it accepts it as a principle to implement the same standard also in the other low-standard regions (UNGC; Principle-05).

The Company rejects any kind of discrimination within its recruitment, job placement and business activity processes. No one is discriminated due to their gender, race, religion, language and other moral and material differences. Any application and behavior that will encourage discrimination is not acceptable even if it is at the level of association (UNGC; Principle-06).

#### Commitment to the Environmental Policy

The Company supports its employees in taking sensitive decisions on environmental issues in all of its activities. The development of employee initiative is supported for giving particular importance to the environmental impact within the decision-making processes, and the decisions taken within this framework are given priority. This is applicable for all decision-making processes that will have an impact on the environment, regardless of the region or subject of the activity (UNGC; Principle-07).

The Company attaches utmost importance to show an approach that will increase and support environmental responsibility both as an organization and on behalf of the organization in any kind of business activity and platform in which the employees individually take part (UNGC; Principle-08).

The Company has a corporate commitment to develop environmentally friendly technologies for the establishment of a more livable world. Likewise, the employee engagement is supported through any kind of facilitators that will ensure the development of environmentally friendly practices at every stage of its activities with all of its employees (UNGC; Principle-09).



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### Fighting Against Corruption

The Company has adopted it as a principle to avoid from the practices and behaviors that may be interpreted as corruption through the special acts and cultural codes of all geographical locations where it operates within the framework of global understanding and acceptance in general. Any kind of request that may be considered as bribery, privilege, wrongful conduct, discrimination and conflict of interest is reported and rejected, and this kind of practices are prevented through the applications that will lead to the termination of contract without any exception (UNGC; Principle-10).