

## Social Compliance Policy

As Gürpilsan Plastik; our social compliance policy includes the standards we have created by executing as a teamwork based on our basic principles and values together with all our business partners. This policy has been prepared to share with all our employees, all our stakeholders and all our business partners a clear commitment that Gürpilsan Plastik will fulfill all its responsibilities.

Our goal is to ensure that the Social Compliance Policy becomes a corporate culture within the organization. Therefore, social compliance standards have been established and implemented. In addition to creating services with these social compliance standards, this policy undertakes to grant employees all rights arising from the standards within the framework of the law, to comply with occupational health and safety rules, to be sensitive to the environment, and to create a workplace environment where employees are open and honest in communication, respect and value. The social compliance policy is announced to all employees through communication channels (intranet, e-mail group, etc.), our suppliers are informed through our official website, and our suppliers are evaluated according to these criteria.

Within the scope of this policy, no sanctions or penalties are applied to employees who voice their concerns, worries and complaints, and the necessary environment is created for them to voice these concerns and worries. Employees can openly declare all their opinions, requests, complaints and suggestions, and these are evaluated by the Senior Management and necessary improvement activities are carried out for areas open to improvement.

The Social Compliance Policy covers the following components:

### **4.1 Prevention of Child Labor:**

To act in accordance with the procedures and principles of child and youth employment within the framework of institutional respect for the protection of children from all kinds of abuse, their healthy development and their right to education, and not to employ anyone under the legal minimum age limit,

### **4.2 Prevention of Forced and Compulsory Labor:**

No work can be done in return for a contractual obligation or debt, and the work will be voluntary,

### **4.3 Slavery and Human Trafficking:**

In line with our commitment to act with integrity in all our business dealings, many of our existing policies state that we will ensure there is no slavery or human trafficking in any part of our business or in our supply chains.

### **4.4 Ensuring and Sustaining Occupational Health and Safety:**

To adopt the priority goal of minimizing any possible loss by creating a safer and healthier working environment; to implement a working system that prioritizes the general health of employees in line with legal regulations on Work, Occupational Health and Safety, and to effectively improve OHS practices according to technical developments and innovations,

#### **4.5 Respect for Freedom of Association and Representation:**

To respect the right to free and democratic representation through employee representatives,

#### **4.6 Recruitment, Regular Employment:**

In order to ensure the continuity of social compliance requirements, during recruitment and selection of personnel, compliance with company rules and the company's social compliance requirements will be considered as necessary and important criteria as well as technical and professional knowledge; starting from the recruitment stage, policies to prevent discrimination and harassment-mistreatment will be valid in the compensation, performance and employment contract processes; regular employment and social security of employees will be provided,

#### **4.7 Prevention of Discrimination:**

To take care not to discriminate among employees in terms of age, gender, race, religion, language, ancestry, ethnic and national origin, social class, sexual orientation, belief, marital, social or economic status, disability, political view, participation and membership in union activities, family responsibilities, illness, pregnancy or military service status or any other condition that may cause discrimination, and to integrate mechanisms to prevent discrimination into its processes,

#### **4.8 Foreign Employees:**

The company protects the legal rights of foreign employees regarding employment,

#### **4.9 Preventing Discipline, Harassment and Mistreatment:**

To prioritize the peace of the work environment and the happiness of employees; to respect the dignity and personality of employees, not to impose institutional punishment; not to apply any form of wage deduction to discipline employees, not to allow verbal, physical, psychological harassment, pressure, threats or coercion,

#### **4.10 Raising Awareness of Employees:**

Believing that the basis of social compliance is conscious employees, informing employees at certain times during the recruitment phase and throughout the employment period,

#### **4.11 Forwarding of Requests and Complaints:**

To create alternative methods for each employee to convey their requests and complaints, to establish a suitable working environment by providing timely and effective evaluation and feedback, and to ensure that no retaliation will be made against employees for their requests and complaints.

#### **4.12 Working Hours:**

Along with the principle of efficient working, to comply with the applicable laws and regulations in determining working hours and the voluntary principle in overtime; to limit the weekly overtime period in accordance with the applicable laws and regulations,

#### **4.13 Rest Days and Holidays:**

Not to deprive employees of their rest and holiday days within the framework of their legal rights,

**4.14 Salary and Payments:**

Not to pay wages below minimum wage, to calculate and pay overtime wages as required by law; to determine and pay the minimum wage to be paid to employees at a level that meets the minimum standard of living in the region where the business is located, and to continuously improve the conditions in this regard,

**4.15 Compliance with Laws and Other Obligations:**

To act in accordance with applicable local laws and regulations and international regulations,

**4.16 Bribery and Corruption:**

Giving, receiving or suggesting bribes/corruption and/or commissions will not be accepted under any circumstances, and action will be taken within the framework of the determined and announced ethical rules.

**4.17 Supply Chain Management:**

Obtaining social compliance commitments from suppliers, subcontractors and business partners from whom we purchase, assessing each of them in terms of social compliance, monitoring the reasonable and sufficient measures they have taken based on the assessment results and supporting a mutual cooperation approach to continuously improve social compliance levels,

**4.18 Environmental Protection:**

We undertake to comply with applicable environmental legislation and customer standards, to prevent environmental pollution based on environmental dimensions and impact assessment, and to reduce pollution at its source through effective waste management.