

SOCIAL RESPONSIBILITY POLICY

Our company, which acts with the principle of "people first" at every stage of all our processes;

✓ **Prevention of compulsory and forced labor**

Not to employ forced or reluctant contractual labor,

✓ **Prevention of child labor**

To act in accordance with the procedures and principles of employing children and young workers and not employing workers under the age of 18,

✓ **Prevention of Discipline / Abuse and Harassment**

Do respect each employee's personality and dignity, not to make institutional punishment, do not allow verbal, physical, psychological abuse or compulsion.

✓ **Determination of Working Hours**

When working hours are determined, do consider the current laws and obligations, voluntary overtime,

✓ **Salary and Payment**

To make normal and overtime payouts connected with laws and collective agreements, provide to employees social benefits, which determined in their collective employment agreement, Provide the minimum livelihood standard according to ILO standards,

✓ **Prevention of discrimination**

Persons should not be employed Race, language, religion, ethnicity, political opinion, color, pregnancy, age, marital status or gender discrimination, employ based on the ability to do business, but also make wage, social assistance and promotion in this direction.

✓ **Ensuring Occupational Health and Safety**

Adopt a proactive approach based on risk analysis, to ensure participation of all employees in Occupational Health and Safety applications and adopt a working system that keeps the general health of employees in the foreground.

✓ **Respect freedom of association and the right to collective agreement**

Respect the right to bargain collectively with their authorized union of the workers,

✓ **Prevention of environmental pollution**

Comply with current environmental legislation, based on environmental dimensions and impact assessment, it is important to prevent environmental pollution and reduce pollution sources,

✓ **Compliance with customs legislation**

Comply with all applicable local and international legislation related to customs, take measures to prevent illegal shipment of products that are compatible with these legislation and produce,

✓ **Taking security precautions**

To ensure that there are no indefinite goods (drugs, explosives, biological substances and fugitive goods) in violation of security in the shipment,

✓ **Relations with suppliers**

Evaluate the social compliance activities of the supplier companies that they work with, monitor their evaluation results with action plans and gradually raise the social compliance levels,

✓ **Management System**

Setaş senior management attaches great importance to education and motivation and allocates resources, because it will be realized with the full participation of the employees by continuously developing and applying the systems of environment, quality, job health and safety of work as prevention systems of wastage and pollution. Setaş senior management give an undertaking to continue complaints management and risk appraisal with the help of social performance team, to do not treat the person complaining of any internal and external complaints negatively and not to retaliate, to conduct social compliance, occupational health and safety and environmental management activities under a management system that complies with applicable laws and regulations, the client's workplace conduct rules and as a volunteer SA 8000-2014 management system standard, to maintain and sustain its continuity.

General Manager
Mehmet Emre Şener