



SOCIAL RESPONSIBILITY POLICY

We are committed;

Child Labor: To not employ employees under the age of 18 for the healthy development of children and within the framework of respect for the right to education, to act in accordance with the procedures and principles of employing young workers,

Recruitment: In order to ensure the continuity of the company's ethical criteria, the selection of the employees in recruitment will be considered as a necessary and important criterion as well as the technical and professional knowledge of the company, as well as the company's compliance with the company rules and social compliance requirements; beginning from the recruitment phase, the following policies for the prevention of discrimination, harassment and ill-treatment are valid,

Raising Employee Awareness: Believing that the basis of social compliance is employees with awareness, to increase the awareness level of the employees by informing them about their personnel benefits, company rules and working conditions during the recruitment phase and at certain periods during the duty period,

Working Hours: To comply with applicable laws and regulations during working hours and overtime due to efficient working and respect for human rights,

Remuneration and Wages: Based on the minimum wage as the minimum wage that the employees can afford to cover their living expenses; to ensure that no wage shall be below the minimum wage, overtime wages to be paid by making additions as stipulated by the law,

Compliance with Laws and Other Obligations: To follow the rules of international social responsibility organizations (ILO) together with the business partnership rules of our customers, by adhering to the applicable laws and regulations,

Discrimination: Based on the equal rights of all employees; to ensure that no discrimination in employment, compensation, access to education, promotion or termination or retirement based on race, social class, religion, national origin, gender or political affiliation to take place,

Freedom of Association and Collective Labor Agreement: To respect the right of employees to join a union, to bargain collectively, and to represent them freely and democratically through employee representatives,

Communication: With the belief that success comes from healthy communication, to keep the connections between the employees and with the managers constantly alive, to create good relations between the employees and the managers and to carry out the practices to ensure the continuity of these relations,

Communication of Requests and Complaints: To create alternative methods where each employee can convey their requests and complaints, to establish a suitable working environment by timely and effective evaluation and feedback, and to ensure that no retaliation will be made against the employee's requests and complaints,



Prevention of Harassment and Maltreatment: To ensure that there is no verbal, physical, psychological harassment or coercion in order to ensure the peace of the working environment and the employees to work happily,

Bribery and Corruption: To ensure that no bribery and corruption take place, and/or giving, receiving or offering commissions will not be accepted under any circumstances, and will be treated within the framework of the established and published SASA Code of Business Ethics,

Forced and Compulsory Labor: To ensure that forced and compulsory labor or forced work to pay off a debt cannot be contractually obligatory and the work must be voluntary,

Supplier Management: To evaluate the social compliance activities of supplier companies, follow the results with action plans, with the belief that all suppliers have equal responsibility, and check social compliance activities with management systems,

Occupational Health and Safety: To consider the human being as the most valuable asset in all its activities, to create a safer and healthier working environment and minimize any loss that may occur as a primary goal, to organize trainings in order to ensure that all employees are aware of their individual responsibilities on the subject, to provide the necessary equipment in terms of Occupational Health and Safety, to comply with the local laws, regulations, ISO 45001 Occupational Health and Safety Management System Standard and SASA's procedures regarding Occupational Health and Safety, to create a communication environment where all employees can work in accordance with the procedures and regulations, and to raise awareness about the studies carried out in this regard, to determine the risks related to Occupational Health and Safety hazards that may arise from the activities of our organization and to keep these risks under control by bringing them to acceptable levels,

Training: The training level of the employees determines the general level of the company. Accordingly, we ensure to increase the awareness of the Occupational Health and Safety of the employees, to organize in-house or external trainings to support their professional and personal development, to ensure the continuous development of the company due to the development of the employees with the trainings organized.