

HUMAN RIGHTS POLICY

As Trakya Döküm, we conduct our activities with a perspective of sustainable development and place importance on respecting fundamental human rights in all our business processes. We adopt an approach that respects human rights for our employees and all our stakeholders with whom we have business relations and aim to protect fundamental human rights throughout society. In this regard, we aim to create a modern, human rights-respecting, egalitarian, inclusive and fair working environment. Regardless of age, gender, belief, ethnicity or any other personal characteristic and status, we offer equal opportunities to all our employees and do not permit any form of discrimination or practices that may imply discrimination.

In alignment with the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Convention on the Rights of the Child, International Labor Organization (ILO) Conventions, the UN Guiding Principles on Business and Human Rights, and national legal texts, this policy outlines our commitments to:

Forced Labor

- Fully complying with relevant local regulations and international agreements to which Türkiye is a party concerning forced labor.

Child Labor

- Fully complying with relevant local regulations and international agreements to which Türkiye is a party concerning child labor.

Working Conditions

- Conducting our activities in compliance with legal regulations and all local legislation regarding working conditions,
- Carrying out our activities in accordance with the International Labor Organization (ILO) conventions and the United Nations Human Rights Treaties that Türkiye has signed,
- Creating a work environment that protects fundamental rights and freedoms, provides decent working conditions, and ensures the health and safety of employees,
- Ensuring the participation of all our employees in Occupational Health and Safety practices and establishing a working system that prioritizes the general health of employees,
- Complying with applicable laws, regulations and directives regarding working hours.

Freedom of Association and Collective Bargaining

- Respecting the right of our employees to engage in collective bargaining with their authorized union.

Inclusiveness, Non-Discrimination, and Anti-Harassment

- Respecting diversity and mutually accepting our differences,
- Opposing all forms of discrimination and promoting an understanding of business that encourages equal opportunities in all our business processes and stakeholder relations,
- Adopting a zero-tolerance policy towards any verbal, physical, sexual, psychological and/or emotional harassment,
- Expecting our suppliers and service providers to act in accordance with human rights and taking necessary actions in case of any non-compliance,
- Committing to supporting stakeholder engagement, building long-term relationships and considering the expectations of all our stakeholders.

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