

---

# **GLOBAL HUMAN RIGHTS POLICY**

---



**KAZANCI HOLDİNG**

# TABLE OF CONTENTS

INTRODUCTION	2
1. PURPOSE	2
2. SCOPE	2
3. MAIN PRINCIPLES	3
4. COMPANY HUMAN RIGHTS SYSTEM	5
5. STAKEHOLDER FEEDBACK	5

## INTRODUCTION

We know the importance of a consistent, effective and transparent communication model to achieve global success in line with our organizational goals. For this reason, we have established a comprehensive Global Human Rights Policy to communicate with all our stakeholders in an open, transparent and reliable manner. In the countries where we operate, we respect universal human rights in accordance with the Universal Declaration of Human Rights and aim to prevent human rights violations.

## 1. PURPOSE

With this policy, we determine our company's approach, principles and commitments regarding human rights within the framework of national and international regulations.

With the Global Human Rights Policy, we aim to promote an inclusive and fair approach that protects and promotes human rights in all our activities and among all our stakeholders.

The policy is based on the Universal Declaration of Human Rights and International Labor Organization (ILO) Conventions, the United Nations Global Compact, the United Nations Principles on Business and Human Rights, the OECD Guiding Principles for Multinational Enterprises, the conventions of the International Labor Organization (including Convention 169), and the United Nations (UN) Sustainable Development Goals (SDGs).

## 2. SCOPE

This policy covers directors, employees, business partners and suppliers in all countries where our company operates.

## 3. MAIN PRINCIPLES

Our Company adopts as a principle to fully comply with all national and international regulations and to make maximum efforts for the protection and development of human rights in the following areas.

### 3.1. Respect for Human Rights

In the countries where we operate, we respect universal human rights in accordance with the Universal Declaration of Human Rights and aim to prevent human rights violations

We respect the rights of indigenous peoples in the countries where we operate, with reference to the United Nations Declaration on the Rights of Indigenous Peoples.

### 3.2. Freedom of Expression

We adopt the principle of preventing any situation that may hinder our employees from exercising their right to freedom of expression at work.

### 3.3. Equal Opportunity, Respect for Differences and Diversity

In processes related to human resources such as remuneration, recruitment, personal and professional development and in the work environment, we adopt an equal attitude without discriminating between employees based on gender, language, religion, race, ethnic origin, sexual orientation, nationality, age, marital status, union membership, political opinion and similar issues, and we do not tolerate discrimination in these matters.

While our company conducts its approach towards our employees with the principle of the right person for the right job, we manage the processes transparently and evaluate our employees based on their qualifications, experience and performance. We respect diversity as an important element of organizational structure.

### 3.4. Right to Collective Bargaining and Freedom of Association

Respects the right of our employees to collective bargaining and freedom of association.

### **3.5. Healthy and Safe Working**

We prioritize providing all our employees with the conditions and work environment where they can work safely and with satisfaction, and we act in line with the goal of “zero accidents” in all our activities. We are committed to full compliance with international agreements and national regulations on Occupational Health and Safety and to offer good practices beyond legal obligations.

### **3.6. Prevention of Maltreatment**

We do not tolerate mistreatment, intimidation and harassment in the workplace.

### **3.7. Forced Labour and Human Trafficking**

We strictly prohibit forced labor and human trafficking.

### **3.8. Child Labour Force**

We prohibit child labor in line with the principle of “No Child Labor” set out in the International Labor Organization's Declaration of Fundamental Principles and Rights at Work.

### **3.9. Criminal Acts**

In the countries where we operate, we do not engage in initiatives that may result in criminal or rights violations. We expect our employees to show sensitivity in the same direction.

### **3.10. Sector Specific Good Practices**

We adopt “Human Rights Exposure” programs developed specifically for the energy sector and take into account the measurement levels in these programs.

## 4. COMPANY HUMAN RIGHTS SYSTEM

As a company, we create the necessary systems, processes and reporting structures in order to eliminate the risks on the issues included in this policy document in order to best fulfill our goals and commitments regarding human rights.

As a company, we evaluate the effectiveness of the system by periodically reviewing the practices regarding Human Rights in our activities.

As a company, we provide training, guidance and incentive structures for our employees in order to establish a culture of respect for human rights at all levels.

As a company, we ask our business partners and customers to provide us with information regarding human rights as set out in this policy. We expect them to be in full compliance with the principles and commitments.

As a company, we ensure that this policy on human rights is known by our employees and business partners, and we establish effective complaint mechanisms regarding human rights violations.

As a company, in cases where human rights violations occur, we fulfill our obligations in the fastest and most effective manner in order to eliminate them immediately and to take the necessary measures by the competent authorities against those who caused them..

## 5. STAKEHOLDER FEEDBACK

As a company, we attach importance to the feedback and opinions of our stakeholders about the policy. Feedback on the policy, possible policy violations and non-compliance are carried out through ethical reporting channels.

Kazancı Holding Ethical Contact Line:

- 0 850 511 11 12
- etik@aksa.com.tr

**Our Corporate Governance Policies are one of the cornerstones of our strategy and an integral part of our business culture.**



**KAZANCI HOLDING**