



SOCIAL RESPONSIBILITY POLICY

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Our company's management and employees indigenise the principles below:

- Our establishment is committed to comply with the labor law no 4857 , the occupational health and safety law no. 6331 , the SA8000 Social accountability, and the ILO Contracts.
- Our establishment's Equality policy commits to ensuring that there is no unjustified discrimination in the religion and belief, sexual orientation, language, age, race, political opinion differences, civil status, social group.
- Our establishment determines the wage policy based upon legal requirements, looking out for the standards of living of the workers and their families, respecting the rights of fair wages.
- According to our establishment's disciplinary decisions, discrimination is forbidden, never let the arbitrary punishment, maltreating, forcing, mobbing. For the purpose of disciplinary punishment, the wages of the staff are not interrupted.
- Our establishment does not allow child employment. This sensibility is expected from the business partners as well.
- Our establishment does not allow the fraud, discrimination, bribery and makes the risk assessments, takes precaution regarding these matters.
- Our establishment does not interfere with employees in gathering, organizing, declaring their ideas and defending their individual rights and freedoms. The top management is committed to protecting the social and employment rights of employees.
- It is expected from our business partners that, being alive to necessity of their worker's wages and social rights in order to meet basic needs.
- Our organization provides equality of opportunity for the training, and development of our employees.

GENERAL MANAGER