SOCIAL COMPLIANCE POLICY

Perfektüp;

Prevention of Child Labour: Protection of children from all forms of exploitation, healthy development and institutional respect for the right to education, not employing workers under the age of 18, acting in accordance with the procedures and principles of child and youth labour,

Prevention of Forced and Compulsory Labour: No compulsory or bonded labour and work shall be voluntary,

Ensuring and Sustainability of Occupational Health and Safety: To adopt minimising any loss that may occur by creating a safer and healthier working environment as a primary goal; to carry out a working system that prioritises the general health of employees in line with legal regulations and OHSAS 18001 standard on Work, Occupational Health and Safety, to improve OHS practices effectively according to technical developments and innovations,

Freedom of Association and Representation and Respect for the Right to Collective Bargaining: To respect the right of employees to be a member of a trade union and to collective bargaining and the right to free and democratic representation through employee representatives,

Prevention of Discrimination: To take care not to discriminate against employees on the basis of age, gender, race, religion, language, ancestry, ethnic and national origin, social class, sexual orientation, belief, marital, social or economic status, disability, political opinion, participation and membership in trade union activities, family responsibilities, illness, pregnancy or military service status or any other condition that may cause discrimination and to integrate mechanisms to prevent discrimination into its processes,

Recruitment, Regular Employment: In order to ensure the continuity of social compliance requirements, during recruitment, during the selection of personnel, technical and professional knowledge as well as compliance with company rules and the company's social compliance requirements will be accepted as a necessary and important criterion; starting from the recruitment stage, policies to prevent discrimination and harassment-abusive treatment will be valid in remuneration, performance and employment contract processes; regular employment and social security of employees will be provided,

Prevention of Pressure, Harassment and Ill-Treatment: To prioritize the peace of the work environment and the happiness of employees; to respect the dignity and personality of employees, not to impose institutional punishment; not to allow verbal, physical, psychological harassment, pressure, threat or coercion,

Communication of Requests and Complaints: To create alternative methods for each employee to communicate their requests and complaints, to establish a suitable working environment by evaluating and providing feedback in a timely and effective manner, and to ensure that no retaliation will be made against the employee's request and complaint notification,

Working Hours: To comply with the effective working principle, the laws and regulations in force in determining working hours, and the voluntary principle in overtime; To limit weekly overtime hours in accordance with standards,

Wages and Payments: Not to pay wages below minimum wage, to calculate and pay overtime wages as required by law, to determine and pay the minimum wage to be paid to employees at a level that will meet the minimum standard of living in the region where the business is located, and to continuously improve the conditions in this regard,

Bribery and Corruption: Undertakes that giving, receiving or suggesting bribes/corruption and/or commissions will not be accepted under any circumstances.

CHAIRMAN OF THE BOARD

Livio MANZINI

