



## HUMAN RIGHTS POLICY

Sasa Polyester Sanayi A.Ş., with its all employees and stakeholders, respects all dimensions of Human Rights and accepts articles of the United Nations Global Compact, European Convention on Human Rights, Universal Declaration of Human Rights, the OECD General Principles on Multinational Enterprises and the International Labor Organization (ILO) Declaration on Social Justice for Globalization.

### AIM

Our aim is to ensure that Human Rights and fundamental freedoms are adopted by all our employees and stakeholders, and to prevent poverty, hunger, gender inequality, climate crisis and discrimination within the framework of the United Nations Sustainable Development Goals (SDG).

### SCOPE

This policy applies to all Sasa Polyester Sanayi A.Ş. employees, suppliers, contractors, customers as well as it aims to be binding third party stakeholders and the public that have any commercial or industrial ties with the Sasa Polyester Sanayi A.Ş.

Within the framework of respect and compliance with Human Rights, the Board of Directors accepts and undertakes the following matters and expects SASA employees to fulfil the same commitments set out in this policy.

**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, ensuring that people are not forced to work against their own will at any stage of product production.

**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.

**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.



**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, color, social class, religion, ethnic and national origin, marital status, age, physical disability, 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,

**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.

**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.