

As SACEV Plastik Kalıp Makine Sanayi ve Ticaret Limited Şirketi,

Our social compliance policy includes the standards that we have created by working as a team together with all our business partners, based on our basic principles and values. Our goal is to ensure that the Social Compliance Policy becomes the company culture within our business. For this reason, social compliance standards have been established and started to be implemented. In addition to providing products and services with these social compliance standards, this policy undertakes to give employees all their rights arising from the standards within the framework of the law, to comply with occupational health and safety rules, to be sensitive to the environment, to create an open and honest communication between employees and a workplace environment where they are respected. The social compliance policy is announced to all our employees through training or communication channels (notice board, etc.), our suppliers are informed about this policy and they are evaluated according to these criteria.

Within the scope of this policy, no sanctions or punishment actions are taken against employees who express their concerns and complaints, and employees use suggestion, wish and complaint boxes to express such concerns or requests. Employees can clearly express all their opinions, requests, complaints and suggestions in the boxes, and these are evaluated by the Senior Management and necessary improvement activities are carried out for areas open to improvement.

The Social Compliance Policy covers the following components;

- ❖ Forced Labor (Voluntary Labor)
- ❖ Child Labor (Underage Workers)
- ❖ Discrimination (Egalitarian Approach)
- ❖ Ethical Business Conduct
- ❖ Working Hours and Wages (Wage / Salary)
- ❖ Health and Safety
- ❖ Engagement with Society and Stakeholders
- ❖ Employment of Foreign National Workers
- ❖ Rest Days and Holidays
- ❖ Recruitment and Employment
- ❖ Employment Agreement (Employer Agreement)
- ❖ Labor and Labor Discipline
- ❖ Environmental Protection

1. Forced Labor (Voluntary Labor)

Our business cannot use forced labor on any employee. The working principles in our business are based on volunteerism. If the employee quits the job, the company cannot prevent or postpone it except for any security reason. All kinds of information of our employees are protected and kept confidential to the extent specified by law.

2. Child Labor (Underage Workers)

Child labor is not accepted in any way in our business. Except for compulsory cases such as interns and trainees, the minimum age determined by national and international laws is taken into account.



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If there is an application for child labor, the local administrative head of the address where the child lives and his family are immediately contacted, the reason why the child wants to work is investigated, and the child is encouraged to continue his/her schooling.

3. Discrimination (Egalitarian Approach)

Our business values all its employees and the contributions they make. It has a deep-rooted commitment to standing against discrimination and ensuring equality of opportunity. As management, we are determined to maintain our organization as an institution free of discrimination or physical or verbal harassment on the basis of race, gender, color, nationality, social origin, religion, age, disability, political opinion or any other value status protected by applicable laws. Personnel selection for our business is made based on basic qualifications such as open position, education, interests, talent and work experience.

4. Ethical Business Conduct

Our business is against all kinds of bribery and corruption. It does not and will not engage in any crime of corruption, fraud or embezzlement, or in any form of bribery, including promising, giving, receiving or offering any financial or other incentive.

5. Working Hours and Wages (Wage / Salary)

Our business pays its employees competitive wages according to the industry and local labor market. Our practices are carried out in full compliance with applicable laws and employment contracts regarding wages, working hours, overtime and fringe benefits. We offer our employees opportunities to develop their skills and capacities, and these efforts are supported by providing promotion opportunities whenever possible.

6. Health and Safety

Our business ensures the creation and maintenance of a safe and healthy workplace environment. The company aims to ensure continuity by creating a work environment where our employees can work safely, healthily and efficiently and by minimizing the risk of exposure to accidents, injuries and all kinds of factors that threaten health. Our business is committed to providing a workplace environment free of violence, harassment, threats, abuse and disturbing conditions. All occupational health and safety rules regulated by legal legislation are applied in our business.

7. Engagement with Society and Stakeholders

Our business is committed to establishing a bond with its stakeholders on the basis of good faith by listening to their opinions, obtaining information from their opinions and taking their opinions into consideration. In this context, by determining employee representatives in accordance with the legal legislation, it creates an environment where employees can discuss their problems with the representatives and allows them to submit written comments to the suggestion boxes. When appropriate, it commits to a dialogue with its stakeholders on workplace rights issues within its sphere of influence.



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8. Employment of Foreign National Workers

In our business, employment contracts for foreign employees who are/will be employed in accordance with our laws are drawn up in a language they can understand. All personnel procedures, from employment to termination, are carried out in accordance with the applicable legal regulations. Under no circumstances can a worker be employed on a debt basis. Our company protects foreign workers' legal rights to work. Our business does not employ illegal workers.

9. Rest Days and Holidays

Our employees are not deprived of rest days and holidays within the framework of their legal rights. Employees who work five days a week are given two days of holiday, and employees who work six days a week are given one day of holiday, which is their legal right.

10. Recruitment and Employment

Vacant positions needed by our business management are determined and employment is carried out by the company management in accordance with the law and within the framework of certain rules (egalitarian approach, leave, wage, holiday, employment contract, etc.).

11. Employment Agreement (Employer Agreements)

An "Indefinite Term Employment Contract" is prepared between our company and the person to be employed, in accordance with the workplace and the law, and containing the conditions offered to the candidate personnel. Personnel who accept to start working are required to sign an "Indefinite Term Employment Contract and Overtime Consent".

In addition, a "Fixed-Term Employment Contract" is prepared for the personnel to be hired on a periodic basis and all legal progress payments are paid to the individuals. For personnel who decide to continue at the end of the contract, an "Indefinite Term Employment Contract and Overtime Consent" is also signed. A copy of the employment contract is given to the employee upon signature, and through orientation training, all the rules and regulations required by our business and the job are conveyed to the relevant personnel.

12. Labor and Worker Discipline

In order to ensure disciplined work by our business, disciplinary rules determined by the disciplinary board are applied. The company cannot impose any wage deduction to discipline its employee. All our employees carry out their work in accordance with the working rules and regulations.

13. Environmental Protection

We manage the environmental impacts that may arise from all our activities with a sense of responsibility. We identify and implement all kinds of improvement and development studies that will eliminate or minimize environmental impacts and use natural resources in the most efficient way in all our activities. All principles included in this policy document are put into practice with the necessary regulations and the level of implementation is inspected by the relevant units. We consider the success of our business in social responsibility practices as an important criterion in evaluating our company performance.



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This policy has been prepared to share with all our employees, all our stakeholders and all our business partners as a clear commitment that Sacev Plastik Kalıp Mak. San. ve Tic. Ltd. Şti. will fulfill all its responsibilities for a better world and future.

Managing Director