

## OUR SOCIAL RESPONSIBILITY APPROACH

Systems related to Corporate Social Responsibility Management constitute an important part of our environmental and social responsibility policies.

Considering the needs and expectations of all our stakeholders, investing in sustainable companies and growing aware of our responsibilities, has been part of the corporate strategy since inception.

We are a signatory member of the UN Global Compact, which leads the business world to achieve the Sustainable Development Goals in the fields of human rights, labor standards, environment and anti-corruption.

Our social responsibility policy is based on the 10 principles of the UN Global Compact about Human Rights, Employee Rights, Environment and Anti-Corruption.

We are committed to being one of the leading companies that pioneer social and economic development with the investments we make, the employment we create and the contributions we provide. We attach importance that the investments made are investments that will provide sustainable and permanent employment.

## OUR SOCIAL RESPONSIBILITY POLICY

We believe in the importance of striving for the society and humanity to reach a high level of prosperity and happiness.

Human rights, labor standards, protection of the environment and natural resources, anti-corruption, education and corporate social responsibility awareness are important to us.

We support social responsibility projects that increase the quality of social life. We want our donations and aids based on artistic, social and humanitarian needs to be legal and compatible with our ethical principles.

## OUR PRINCIPLES

### 1. Respect Human Rights

We respect human rights. We do not cause or contribute to negative effects on human rights through our own activities. We act in accordance with all legal regulations and sensitive to the culture and traditions of Turkey and the other countries we operate. We try to prevent direct negative effects from activities, products and services that may arise as a result of our business relationships.

We believe our human resources are the most important element of sustainable growth. We do not discriminate our employees based on their language, race, color, gender, political opinion, belief, religion, sect, age, physical disability or any other reason. We approach employees honestly and fairly, and also commit and create a non-discriminatory, safe and healthy working environment.

### 2. Violation of Human Rights

We do not engage in human rights violations that may be caused by any business, government or individual.

### 3. Freedom to Negotiate

Our employees freely negotiate with the business management about working conditions, and can give opinions and suggestions directly or through their representatives.

### 4. Right to Work Freely

We do not use forced or compulsory labor. Employees know that they have the right to terminate the employment contract and work accordingly.

Within the scope of the Labor Law No. 4857 and Occupational Health and Safety Law No. 6331, we comply with the obligations regarding wages, benefits, working hours, overtime and leave.

## **5.Abolition of Child Labor**

"Child labor" is a form of exploitation that is a violation of human rights. We do not employ child labor or employ personnel under the age of 18 in our facilities.

## **6.Discrimination and Harassment**

We do not discriminate against our employees and other stakeholders because of their race, color, gender, religion, political opinion, national and social origin, age, disability and sexual orientation.

We strive to provide a work environment where verbal / physical violence and harassment is not tolerated and there are no threatening or disturbing conditions.

## **7. Preventive Approach to Environmental Problem**

We aim to prevent environmental negative effects with a precautionary approach. Our top priority is to ensure the safety of our employees, protect their health and improve the work environment.

## **8.Environmental Impact Management**

We are environmentally responsible in carrying out our business, while evaluating environmental impacts, we support the sustainability of our business and encourage innovation in conditions where our resources are increasingly limited.

We carry out environmentally responsible business. While natural resources are decreasing, we support the business sustainability and encourage innovation beside evaluating environmental impacts. We ensure its sustainability with ISO 14001: 2015 Environmental Management System.

We expect from all our stakeholders to minimize their environmental impact and, if possible, to create positive effects.

## **9.Supporting Environmentally Friendly Technologies**

We prefer environmentally friendly technologies by providing the necessary technical, financial and human resources to achieve our environmental principles and targets. We aim to develop continuously with an effective environmental management system at every step of our recyclable material use, production and services.

## **10.Anti-Corruption**

We demonstrate and expect the highest level of honesty in all our business dealings. We do not tolerate corruption, bribery, blackmail and abuse. We do not tolerate exchanging money or gifts to influence the behavior of another person, organization, politician, government employee or authority for the sake of commercial and personal benefit.

**HALUK AKÇALI**  
CEO

Revision Date: **11.03.2021**  
Revision No: **01**

## **AWARENESS AND COMPLIANCE COMMITMENT**

I have read the "Corporate Social Responsibility Principles" of Farplas Otomotiv A.Ş. and understood the content. I commit that I will adhere to these principles in my activities or relationships and act with this awareness.

### **PLEDGED BY**

#### **SUPPLIER**

**Company Information :**

**Company Seal :**

**Date :**

**Signature :**

#### **EMPLOYEE**

**Name, Surname :**

**Title :**

**Department :**

**Date :**

**Signature :**