

## Social Responsibility Policy

Our company, which acts with the principle of “people first” at every stage of all our processes;

### Prevention of compulsory and forced labor

Not to employ forced or reluctant contractual labor

### Prevention of child labor

To act in accordance with the procedures and principles of employing children and young workers

### Prevention of discipline/abuse and harassment

Do respect each employee's personality and dignity, not to make institutional punishment, do not allow verbal, physical, psychological abuse or compulsion

### Determination of working hours

When working hours are determined, do consider the current laws and obligations, voluntary overtime

### Salary and payment

To make normal and overtime payouts connected with laws and collective agreements, provide employees social benefits, which determined in collective employment agreement, provide the minimum livelihood standard according to ILO standards

### Prevention of discrimination

Persons should not be employed race, language, religion, ethnicity, political opinion, color, sexual orientation, pregnancy, age, marital status or gender discrimination, employ based on the ability to do business, but also make wage, social assistance and promotion in this direction.

### Ensuring occupational health and safety

Adopt a proactive approach based on risk analysis, to ensure participation of all the employees in occupational health and safety applications and to adopt a working system that keeps the general health of employees in the foreground.

### Respect freedom of association and the right to collective agreement

Respect the right to bargain collectively with their authorized union of the workers

### Prevention of environmental pollution

Comply with current environmental legislation, based on environmental dimensions and impact assessment it is important to prevent environmental pollution and reduce pollution sources

### Compliance to customs legislation

Comply with all applicable local and international legislations related to customs, take measures to prevent illegal shipment of products that are compatible with this legislation and produce

### Taking security precautions

To ensure that there are no indefinite goods(drug, explosives, biological substance and fugitive goods) in a violation of security in the shipment

### Relations with suppliers

Evaluate the social compliance activities of the supplier companies that they work with monitor their evaluation results with action plans and gradually raise the social compliance levels

### Management system

Setaş senior management attaches great importance to education and motivation and allocates resources because it will be realized with the full participation of the employees by continuously developing and applying the systems of environment, quality, occupational health and safety of work as prevention system s of wastage and pollution. Setaş senior management and risk appraisal with the help of social performance team not to retaliate, to conduct social compliance, occupational health and safety, environmental management activities under a management system that complies with applicable laws and regulations, the client's workplace conduct rules and as a volunteer SA 8000-2014 management system standard, to maintain and sustain its continuity.

Mehmet Emre Şener  
Chairman of the Board of Directors