



EMPLOYEE LIFE AND HUMAN RIGHTS POLICY

Doküman Kodu: KEK EK B12

Döküman Rev. No.: 00

Revizyon Tarihi: 19.2.2025

Sayfa No: 1/2

At ASBİLEK, we base all our activities on respect for human dignity. Justice, equality, safety, and adherence to ethical values in the workplace are fundamental principles of our corporate responsibility.

Our Employee Life and Human Rights Policy is applied with a zero-tolerance principle against human rights violations, discrimination, and unfair practices in all our internal and external operations.

Key Commitments of Our Policy

Zero Tolerance for Human Rights Violations

Respecting the fundamental human rights of all our employees and stakeholders is our top priority. No human rights violations are tolerated under any circumstances.

Compliance with National and International Standards

We fully comply with the Constitution, Labor Law, the Universal Declaration of Human Rights, and all other relevant national and international standards.

Prevention of Discrimination and Harassment

We adopt a zero-tolerance approach to discrimination and harassment based on gender, race, age, ethnicity, religion, disability, political opinion, and similar grounds. Every individual is entitled to equal opportunities.

Rejection of Child and Forced Labor

Any form of child labor and forced labor is strictly prohibited. ASBİLEK ensures monitoring and control throughout its supply chain on this matter.

Working Conditions and Wage Policy

All employees are provided with fair wages, a decent working environment, social rights, rest and legal leave entitlements. Work-life balance is prioritized.

Right to Health and Safety

All necessary Occupational Health and Safety (OHS) measures are taken to ensure that our employees work in a physically and psychologically safe and healthy environment.

Freedom of Association and Expression

We respect the trade union rights of all our employees, including their right to collective bargaining and freedom of expression.

Reporting and Protection Mechanisms

Employees who wish to report human rights violations or unethical practices can do so under the assurance of confidentiality and protection from retaliation.



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Training and Awareness

Regular training and awareness programs are conducted on employee rights, equality, diversity, ethics, and human rights.

This policy covers all ASBİLEK employees, managers, suppliers, subcontractors, consultants, and business partners.

At ASBİLEK, we stand against all forms of discrimination, abuse, and human rights violations to ensure that our employees work under dignified, safe, and equal conditions.

We publicly commit to upholding an ethical, fair, and human-centered working culture together with all our stakeholders.

General Manager
ASBİLEK