



## SOCIAL COMPLIANCE AND ETHICAL POLICY

Doküman Kodu: KEK EK B13

Döküman Rev. No.:

Revizyon Tarihi: 20.06.2025

Sayfa No: 1/1

At ASBİLEK, we consider it our fundamental responsibility to respect universal human rights, prioritize the well-being of our employees, and we act in accordance with business ethics in all our activities. In line with our corporate values, we aim to integrate social compliance principles into all our processes and create a fair, inclusive, and equitable work environment.

In this context, we commit to:

- Absolutely prohibiting child labor and forced labor, ensuring that individuals below the legal minimum working age are not employed under any circumstances,
- Refraining from any form of discrimination in recruitment, promotion, training, compensation, and termination processes based on gender, age, ethnicity, belief, language, disability, political opinion, or sexual orientation,
- Rejecting all forms of forced or involuntary labor practices,
- Respecting employees' freedom of association, union membership, and collective bargaining rights,
- Guaranteeing employees' right to work under conditions that ensure occupational health, safety, and human dignity,
- Applying zero tolerance to all forms of abuse such as psychological, physical, verbal, or sexual harassment, violence, and mobbing,
- Ensuring that wages are not below the legal minimum and that overtime compensation is paid in accordance with legal regulations,
- Determining working hours in accordance with applicable regulations and respecting the right to rest,
- Promoting a culture of transparency, honesty, and trust among all employees and actively implementing systems to prevent conflicts of interest,
- Adopting a zero-tolerance policy against bribery, corruption, and all forms of unlawful gain,
- Expecting our suppliers to adhere to the same ethical and social responsibility principles and monitoring their commitments in this regard,
- Embedding a culture of social compliance that promotes feedback, accountability, and continuous improvement into our corporate structure,
- Ensuring compliance with all applicable national and international laws, as well as principles such as the Universal Declaration of Human Rights, ILO Conventions, and the United Nations Global Compact.

We pledge to uphold these commitments.

**General Manager**  
**ASBİLEK**