

Sistem Alüminyum Social Responsibility Policy

As a part of its core values and principles, Sistem Alüminyum A.Ş. accepts acting with the awareness of social responsibility in all its activities as one of the basic and unchangeable elements of its management approach. We determine our social responsibility understanding and priorities in this regard by taking into account the best for society and the environment.

Believing that social responsibility principles are among the sine qua non of sustainable development, Sistem Alüminyum A.Ş. sees providing value to the society in which it lives as one of its fundamental responsibility areas.

Our basic principles based on our social responsibility practices are as follows;

Human Rights: We respect Human Rights. We are against forced labor and human trafficking. We treat everyone equally and fairly. Turkey and traditions of the countries in which we operate and be sensitive to the culture, we act in accordance with all legal regulations.

We do not accept discrimination among employees working within the organization on the basis of language, race, color, gender, political opinion, belief, religion, sect, age, physical disability and similar reasons.

As Sistem Alüminyum A.Ş., we believe that all our employees have the right to work in a healthy and safe environment, under working conditions suitable for human dignity. Our employees are our most valuable asset, and our top priority business goal is to ensure and protect the safety of our employees.

We believe that our human resources are the most important element of sustainable growth. We ensure that our employees' personal rights are used fully and correctly. We treat employees honestly and fairly, and commit to a non-discriminatory, safe and healthy working environment.

1- Prevention of child labor: To act in accordance with the principles and procedures of employing child and young personnel and not to employ personnel under the age of 18, At least 5% of the number of employees every year for the students of vocational and technical units who are obliged to do compulsory internship according to the Vocational Education Law No. 3308. Our company is given practical training by master trainers and their internships are completed.

2- Prevention of involuntary / forced labor: Not to employ any of our employees under pressure and based on debt in any matter, to employ all of our employees under equal conditions in appropriate positions of their own free will, Employees have the right to terminate the employment contract within an appropriate period of time,

3- Ensuring occupational health and safety: To ensure the safety of employees in the workplace, protect their health and continuously improve the work environment within the framework of the laws,

To adopt a proactive approach based on risk analysis, to ensure the participation of all employees in occupational health and safety practices and to prioritize the general health of employees,

At least, within the framework of laws, international agreements, contracts and directives, to create a healthy and safe working forest in the workplace, to continuously improve the work environment in order to ensure that the employees are in full spiritual, physical, social and psychological well-being, Taking precautions with a proactive perspective by identifying and evaluating dangers and risks and ensuring the participation of all employees in occupational health and safety activities,

4- Freedom of representation: To respect the representation rights of our employees, to elect an Employee Representative in accordance with Article 5 from among employees who comply with the qualifications specified in Article 4 of the Communiqué Regarding the Qualifications and Selection Procedures and Principles of the Employee Representative's Employee Representative, 5- Prevention of discrimination: Employ our employees based on their ability to work, not based on race, color, language, ethnic origin, political opinion, marital status, age, pregnancy or gender discrimination,

6- Discipline / prevention of maltreatment and harassment (Mobbing): To respect the personality and dignity of each employee, not to use corporate punishment, not to allow verbal, physical or psychological harassment or coercion,

7- Determination of working hours: Determination of working hours is based on compliance with the provisions and regulations of the Labor Law No. 4857. Pregnant women and disabled employees are never employed more than 7.5 hours a day and night shifts. With the realization that the employee is pregnant, she is given a task that will not force her pregnancy. The pregnant employee is allowed to take a 15:00 minute break at least every two hours. The pregnant employee is allowed to have periodic medical check-ups for disabled employees during their pregnancy, and there is no deduction from their wages. After her pregnancy ends, she will not be employed in the night shift for at least one more year. After the birth, nursing mothers are allowed to breastfeed for at least one and a half hours a day. This period is considered as working hours. If the employee requests, this period is also used collectively. At least 3% of the employees are employed with disabilities. Disabled employees are evaluated in tasks suitable for their disability, and those who need to use special apparatus are provided by the company.

8- Wages and payments / Social benefits: Wages and Social Rights are made in accordance with the provisions of 4857 numbered Labor Law. Payment is not made less than the minimum amount stipulated in the law. Social Insurance Premiums are made according to the provisions of the Social Insurance General Health Insurance Law No. 5510 and the necessary taxation according to the Income Tax Law No. 193, and the Net Wage is paid to the employee's salary account in the first week of the following month at the latest. The legal deductions made are paid to the relevant ministry accounts on the dates specified by the law. Working hours cannot exceed the maximum periods specified in the Labor Law,

even if the employee is consented. Overtime work is reserved only for staff who want to stay voluntarily. The employee is entitled to at least 1 day of weekly vacation per week.

9- Protection of the Environment: We manage the environmental impacts that may arise from our activities with a sense of responsibility. To protect nature, to prevent pollution and to support the development and dissemination of environmentally friendly technologies that will use natural resources in the most efficient way by complying with the current environmental legislation and the environmental requirements of our customers,

10- Compliance with laws and other obligations: To carry out our activities in accordance with the applicable laws and regulations, the business partnership rules of our customers and the management systems standards we apply voluntarily,

11- Training: With the logic that the education level of the employees determines the general level of the company, to increase the awareness of occupational health and safety & environmental protection of the employees, to organize trainings to support their professional and personal development, to ensure the continuous development of the company,

12- Relations with suppliers: Evaluating the social compliance activities of the supplier companies it works with, monitoring the evaluation results with action plans and gradually increasing the social compliance levels,

13- Prevention of Bribery: We are committed to not accepting any gifts and payments that provide financial gain from all our employees and suppliers under any circumstances, and not to make such requests, to operate within a system, to ensure continuity and to continuously improve.

Sistem Alüminyum Sanayi ve Ticaret A.Ş.