

As GÜLİPEK KUMAŞ VE İPLİK TİC. VE SAN. A.Ş., our company, which acts with the principle of "people first" at every stage of the work management; undertake that

- ❖ **Prevention of Child Labor;** it will not employ the child labor, act in accordance with the procedures and principles of employing the young workers and ensure that all our business partners comply with applicable legal obligations,
- ❖ **Prevention of Forced and Compulsory Labor;** it will not to employ the contractual, debt, illegal, forced or involuntary workers, and comply with the voluntary principle in overtime work,
- ❖ **Ensuring Occupational Health and Safety;** it will commit to make the occupational health and safety culture a lifestyle, fulfill the obligations in the national occupational health and safety legislation and to comply with international standards, take all kinds of preventive measures to prevent the occupational accidents and diseases and increase the occupational health and safety culture of all employees and ensure the participation in the occupational health and safety practices,
- ❖ **Protection of Environment;** it will comply with the current environmental legislation, prevent and minimize the environmental pollution at its source, use the energy, water and other natural resources efficiently as a result of our continuous improvement works,
- ❖ **Respect for Freedom of Association and Collective Bargaining;** it will respect to the employees' right to the association, freedom of association and collective bargaining,
- ❖ **Discipline/Maltreatment and Prevention of Harassment;** it will not to allow the verbal, physical or psychological harassment, abuse or mistreatment neither during the working period nor during recruitment,
- ❖ **Production in Prisons;** it will not make the production in the prisons and that all our business partners will comply with the terms of this policy,
- ❖ **Prevention of Discrimination;** it will employ the employees without any discrimination according to the ability to do the job but not according to the language, religion, race, ethnicity, color, political opinion, marital status, age, pregnancy, sexual orientation or gender discrimination with the remuneration, training, social assistance, promotion, layoffs, recruitment and disciplinary practices,
- ❖ **Working Hours;** it will ensure that the overtime working hours comply with the legal working hours and customer standards,
- ❖ **Wage and Payments;** it will pay the regular and overtime work as determined by the laws and employment agreement, not to employ the workers below the minimum wage, and make all payments with the legal ways,
- ❖ **Supplier/Subcontractor Management;** it will measure the social compliance capacities of the suppliers/subcontractors from which they purchase the products/services, monitor the results with the action plans and gradually increase their social compliance levels,
- ❖ **Wish and Complaint;** it will evaluate the complaints, wishes and suggestions of the employees and all companies that we communicate with and finalize them as soon as possible,
- ❖ **Management System;** it will carry out, maintain and continuously improve the social compliance, occupational health safety and environmental management activities under a management system that complies with applicable laws and regulations.

CHAIRMAN OF THE BOARD OF DIRECTORS

