

## HUMAN RIGHTS POLICY

We believe that business can only flourish in societies where human rights are protected and respected. We recognize our responsibility to respect human rights. We clarified our principles, ideas and attitudes, and formulated a Human Rights Policy (hereinafter referred to as this policy) here. This policy is a guide that covers our group standards and approach in line with the United Nations Guiding Principles on Human Rights. It helps us to create a sustainable work environment that respects human rights, and guides us to prevent directly or indirectly violate human rights coherently with the other company policies and practices.

### 1. Scope

This policy is valid for all Martur Fompak International locations and employees. All employees work in accordance with the principles of human rights. In addition, we expect those who do business with Martur Fompak International, namely our stakeholders, suppliers/business partners and customers to comply and act in line with this Policy. By promoting these standards and directing the attention of all business partners to these issues, we encourage the application of the principles of the Policy -to the extent applicable- across our business partners.

We are committed to comply with applicable laws; This is fundamental to the way we do business and is not negotiable. Where local laws are less stringent than international human rights principles, we follow our own standards set by this policy.

### 2. Our Commitments

#### Diversity, Inclusion and Equal Opportunities

We believe that diversity in our workforce brings a range of experiences, ideas and perspectives that enable us to better serve our customers, improve our products and services, and create a more inclusive culture for all. We make our workplace productive, creative, innovative and competitive via diversity. We pay attention to make objective decisions during selection, recruitment, development

ISSUED DATE	REVISION NO	PRIVACY CLASS	REVISION DATE
01.05.2007	2	L3	20.07.2023

and promotion of employees on the basis of the qualifications and skills needed for the work to be performed. We promote an inclusive working environment where everyone is valued for their contribution to the company.

### **Gender Equality**

Gender equality is one of the most important elements for the growth of companies that ensures a fair society. Our employees enjoy equal opportunities, choices, capabilities, and knowledge as equal employees. We are committed to promoting women's human rights and taking initiatives towards women empowerment in business and society to improve gender equality.

### **Non-discrimination and Harassment**

We recognize that diversity encompasses a range of characteristics, including but not limited to: race, gender, colour, religion, nationality, age, civil status, physical or mental limitations, pregnancy, social background, ethnicity, sexual orientation, gender definition, or any other personal traits or preferences and political opinion. By upholding this principle in every employee relationship; recruitment and hiring, compensation and benefits, training, job assignment, promotion, etc. , we aim to build a talented and diverse workforce that drives innovation, fosters collaboration, and reflects the values we cherish as a company.

We are committed to protecting the rights of individuals in disadvantaged groups and expanding their business opportunities.

### **Ethical Recruiting**

We hold a steadfast commitment to ethical recruiting practices, recognizing that the foundation of a successful and sustainable organization lies in its people. Our commitment to ethical recruiting begins with creating unbiased job descriptions that accurately reflect the qualifications and requirements for each position, ensuring equal opportunities for all candidates. We actively seek to attract a diverse range of candidates for all job vacancies and put effort to ensure that our selection processes are fair and unbiased. We consider all applicants solely based on their skills, experience, suitability for the role and potential to contribute to our company's success, regardless of their personal characteristics.

We have in place recruitment management systems to ensure consistency with both the local legislations and our standards. We conduct every employment activity in a manner that treats the all individuals with fairness, respect and dignity throughout the entire recruitment process.

ISSUED DATE	REVISION NO	PRIVACY CLASS	REVISION DATE
01.05.2007	2	L3	20.07.2023

### **Child Labor, Young Labor, Forced Labor, Modern Slavery & Human Trafficking**

We vehemently oppose child labor, young labor, forced labor, modern slavery, and human trafficking in all forms. We believe in the protection of human rights and the well-being of individuals within our operations and supply chains. We are committed to conducting thorough due diligence to ensure that our suppliers and business partners share our values and adhere to the highest ethical standards. We strictly prohibit the use of child labor and any form of exploitative labor practices, ensuring that all employees, regardless of age, are provided with a safe and supportive working environment. We actively engage in responsible sourcing practices.

### **Working Hours and Compensation**

We comply with the regulations, practices and collective bargaining agreements if any, applicable in those countries where we operate, regarding working hours. For a fair and efficient working environment, employees have regular breaks, vacation and leave rights.

We are committed to the “equal pay for equal work” principle. Wages and benefits are determined based on sectoral trends, local labour market data, company financial performance and in accordance with the applicable regulations and collective bargaining agreements if any.

### **Freedom of Association and Collective Bargaining**

We firmly uphold the principle of Freedom of Association and Collective Bargaining as fundamental rights for all employees. We recognize and respect the right of every individual to freely associate, join or form labor unions, and engage in collective bargaining without fear of intimidation, discrimination, or retaliation. We actively promote an inclusive and participatory work environment that encourages open dialogue, constructive engagement, and collaboration between employees and management. We value the voices of our employees and believe that collective bargaining is essential for fostering fair and equitable working conditions, wages, and benefits. We are committed to establishing mechanisms that enable effective communication and negotiation between employee representatives and management, ensuring that their perspectives and concerns are heard and addressed. We actively seek to build positive relationships with labor unions and employee representatives, promoting mutual understanding, trust, and cooperation. Our goal is to create a harmonious and empowering workplace where the rights and interests of our employees are safeguarded, leading to enhanced job satisfaction, productivity, and overall organizational success.

ISSUED DATE	REVISION NO	PRIVACY CLASS	REVISION DATE
01.05.2007	2	L3	20.07.2023

## Health and Safety

We are committed to provide healthy and safe working areas to all our employees and other people present in our facilities for any reason. We aim to eliminate or reduce all type of occupational risks, prevent injuries, support the physical and mental wellbeing by ensuring good working conditions and improve health and safety performance continuously.

You can visit our well-defined policy explaining our principles in details on [Occupational Health and Safety Policy](#).

### 3. Consequences of violation of this policy

In case of violation of this policy, disciplinary action will be taken against the person concerned or other consequences specified in the law will arise. The disciplinary process, including the investigation, is carried out in a fair, impartial and transparent manner.

### 4. Notification of non-compliance with Human Rights

If an employee identifies a potential human rights violation in our operation or supply chain, that employee should report the relevant department manager as briefly as possible. If the the situation is directly related to the manager, then they should notify the Company Ethics Committee via the following line;

E-mail: [ethics@marturfompak.com](mailto:ethics@marturfompak.com)

“I have a notification” whatsapp account : +90 538 575 2510

Any complaint regarding the violation of this policy will be handled with utmost confidentiality in accordance with the [Whistle Blowing Policy](#).

### 5. Our Governance

We have established clear governance structures and processes to ensure that this policy is implemented effectively. Our work in this area is overseen by Martur Fompak International Executive Board, supported by Group HR & Communication Director and Group Legal Director. Board-level oversight is provided by the Company Ethics Committee.

The Ethics Committee, which reports to the Chairman of the Board, consists of the persons who serve in the following positions;

President-Martur Fompak International Executive Board Member

ISSUED DATE	REVISION NO	PRIVACY CLASS	REVISION DATE
01.05.2007	2	L3	20.07.2023

Member 1-Group HR & Communication Director

Member 2- Group Legal Director

Member 3- Plant HR Manager

Member 4- Plant/Function Director

## 6. Remedy

We recognize the importance of providing effective remedy for any human rights abuses that may occur. Our grievance mechanism in place allows any individual to report any concerns or grievances related to our human rights practices.

## 7. Going Forward

We are committed to continuous improvement in our human rights practices. We strive to be a responsible corporate citizen and to contribute positively to society. We believe that by upholding human rights principles, we can build trust and confidence among our stakeholders and achieve sustainable success. We monitor our performance regularly, review our policies periodically, and seek feedback from our stakeholders to improve our practices.

This policy will be reviewed regularly to ensure that it remains relevant and effective.

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