

TEKSM TEXTILE	Social Responsibility Policy	PUBLICATION DATE: 22.12.2020 DOCUMENT NO: SP1 REVISION DATE: 01.11.2024 REVISION NO: 2
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Our company operates with the principle of “People First” at every stage of our processes;

➤ **PREVENTION OF CHILD LABOR**

We will act in accordance with the Labor Law child and youth employment procedures and principles, ILO Convention and SA8000: 2014 standards, will not employ workers who are over 15 years old or under the legal compulsory education age, and will ensure that all our business partners comply with the applicable obligations,

➤ **PREVENTION OF FORCED AND COMPULSORY LABOR**

Not to employ contracted, debt-based, illegal, convict, forced or involuntary workers, to comply with the voluntary principle in overtime work and to abide by ILO Convention 105,

➤ **ENSURING OCCUPATIONAL HEALTH AND SAFETY**

To make occupational health and safety culture a way of life, to adopt a proactive approach in all activities, to comply with the obligations in national occupational health legislation and international standards, to take all kinds of preventive measures to prevent work accidents, to ensure the participation of all employees in occupational health and safety practices, to adopt a working system that prioritizes the general health of employees and to provide continuous training to our employees in this regard,

➤ **RESPECT FOR FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING**

Respecting employees' rights to freedom of association and collective bargaining

➤ **PREVENTION OF DISCRIMINATION**

To employ employees based on their ability to do the job, not on their race, color, language, religion, ethnicity, political views, marital status, age, pregnancy, sexual orientation or gender, and to implement compensation, social assistance, promotion, dismissal and disciplinary practices accordingly.

➤ **PREVENTION OF DISCIPLINE/MALTREATMENT AND HARASSMENT**

To treat all employees with respect and dignity, and not to tolerate verbal, physical or psychological harassment or mistreatment.

➤ **WORKING HOURS**

To determine working hours in a humane manner based on the applicable laws and obligations, and to ensure that overtime working hours comply with legal deadlines and SA8000:2014 standards.

➤ **FEES AND PAYMENTS**

To make regular and overtime payments determined by law and collective labor agreement, not to employ workers below the minimum wage, and to provide social assistance to employees as determined in the collective labor agreement,

➤ **PROTECTION OF THE ENVIRONMENT**

To comply with the current environmental legislation, to prevent and reduce environmental pollution at its source based on environmental dimensions and impact assessment, to reduce CO2 emissions originating from production and services, to use energy, water and other natural resources efficiently as a result of our continuous improvement studies, to minimize our impact on the environment by implementing environmentally friendly policies and standards as Teksim Tekstil,

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➤ **RELATIONSHIPS WITH SUPPLIERS AND CASCADE IMPACT**

To measure the social compliance capacities of supplier companies from which it purchases products or services, to monitor the results with action plans and to gradually increase their social compliance levels,

➤ **ETHICAL BUSINESS CONDUCT**

Not tolerating any form of corruption, fraud and bribery,

➤ **MANAGEMENT SYSTEM**

➤ Our Management System Principles ;

- Leadership ; To defend human rights and demonstrate commitment to these rights in our activities and business relationships,
- Accountability ; To be responsible for the potential and actual impact of our leaders and responsible personnel on human rights,
- Representation and Honor ; Respecting the representation and honor rights of our employees and stakeholders,
- Integration ; Consistently fulfilling our commitments regarding human rights throughout our activities and business relationships,
- Sustainability ; Developing our management system to plan and continuously respect human rights in the short, medium and long term,
- Responsiveness ; Understanding, addressing and remediating human rights risks and impacts, and proactively assessing opportunities to improve human rights performance.
- Transparency ; To provide our stakeholders with accessible, accurate and relevant information about human rights performance,
- Participation and Inclusion ; To meaningfully involve our stakeholders, especially our employees, in the development and implementation of human rights goals,
- Support ; Allocating sufficient investment, internal competence, internal and external resources to fulfill human rights commitments,
- Continuous Improvement ; To continuously improve our human rights performance.

Teksim top management attaches great importance to training and motivation and allocates resources, as the continuous development and implementation of environment, quality and occupational health and safety as integrated systems will be realized with the full participation of the employees. It undertakes to continue complaint management and risk assessment practices with the help of the social performance team, not to treat the complainant negatively and not to retaliate in any internal or external complaints, to carry out social compliance, occupational health and safety and environmental management activities under the roof of a management system that complies with the applicable laws and regulations, customers' workplace codes of conduct and the voluntary **SA 8000-2014** management system standard, to ensure its continuity and to continuously develop it .

Ali TUZ

Chairman of the Board of Directors