

 KUTES	POLICIES	Form No	SF-03
		Revision No	1
	HUMAN RIGHTS AND WORKING CONDITIONS POLICY	Revision Date	10.08.2026
		First Publish Date	11.09.2022

HUMAN RIGHTS AND WORKING CONDITIONS POLICY

As Kutes Metal, we carry out our activities from a sustainable development perspective and attach importance to observing fundamental human rights in all our business processes. We adopt an approach that respects human rights for our employees and all stakeholders with whom we have business relations, and we aim to ensure that fundamental human rights are observed throughout society. In this context, we aim to provide a modern, human-rights-respecting, equitable, inclusive and fair working environment. Within our organization, we offer equal opportunities to all employees regardless of age, gender, belief, ethnic origin or any other personal characteristic or status, and we do not allow discrimination or any practice that may imply discrimination. This policy has been prepared by taking into account compliance with the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Convention on the Rights of the Child, International Labour Organization (ILO) Conventions, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and national legislation; with this policy, we undertake the following:

1. Child Labor

- Child labor is strictly prohibited at Kutes Metal. Our organization undertakes to employ only persons who meet the working age specified in applicable legal regulations regarding employment age and child labor, to tolerate child labor under no circumstances, and to protect and respect the dignity and rights of children. We undertake to act in compliance with the relevant local legislation on child labor and the international agreements to which Türkiye is a party in this field,

2. Wages and Benefits

- Workers' wages and social benefits are determined by applying the legal minimum requirements of the relevant national economic sector. We undertake to pay workers for overtime work performed outside normal working hours at the rate determined within the framework of the relevant laws and regulations,

3. Working Hours

- The Company supports employees' efforts to reconcile their professional and personal lives through a range of different working-time models and childcare arrangements, and advises them on caring for family members so that a healthy balance can be achieved at different stages of careers and lives. We undertake to develop appropriate measures that meet regional and national conditions,
- All employees are provided, at a minimum, with wages and social benefits that comply with applicable laws. Although it is understood that overtime is frequently required in production areas, the Company requires operations to limit overtime to a level that ensures humane and efficient working conditions and complies with local legal requirements. We undertake to pay overtime to employees in line with all legal requirements,

4. Modern Slavery (e.g., slavery, servitude, forced or compulsory labor and human trafficking)

- Our organization rejects all forms of forced or involuntary labor, including physically abusive disciplinary punishment. We undertake to act in compliance with the relevant local legislation on forced labor and the international agreements to which Türkiye is a party in this field,

5. Ethical Recruitment

- We are against all forms of discrimination during and after employment based on religion, skin color, race, gender, ethnic origin, sexual orientation, age, political affiliation, nationality or physical disability. We undertake that employees will be selected, hired and promoted solely on the basis of their qualifications and abilities,

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6. Freedom of Association and Collective Bargaining

- Our organization recognizes freedom of association and freedom of collective bargaining, as defined by national laws, as a fundamental right of all employees. We undertake to respect all rights of our employees under the Labor Law,

7. Non-Discrimination and Anti-Harassment

- We undertake to maintain a zero-tolerance approach to all forms of verbal, physical, sexual, psychological and/or emotional harassment,

8. Women's Rights

- Our organization is aware that women have equal rights with men before the law, accepts the principle of positive discrimination for women and undertakes not to discriminate in recruitment,

9. Equality, Diversity and Inclusion

- As a principle, our Company is committed to promoting and ensuring fairness, representation and equal opportunities for all individuals, regardless of their backgrounds, identities or characteristics.
- We undertake to respect diversity and mutually accept our differences in line with our equality and inclusion policy,

10. Rights of Minorities and Indigenous Peoples

- Kutes Metal A.Ş. undertakes to ensure that its activities and business relationships do not contribute to discrimination, exclusion, forced displacement, exploitation or adverse impacts on the cultural identities, traditions, livelihoods, land rights, resources or heritage of minorities and indigenous peoples,

11. Land, Forest and Water Rights and Forced Eviction

- Kutes Metal A.Ş. respects the legal rights of local communities and relevant stakeholders regarding land, forest and water resources within the scope of its activities. Kutes Metal A.Ş. recognizes the fundamental importance of water for life and the environment; supports the protection of water resources, the monitoring of water quality and respect for the right of access to water. We undertake not to contribute, in our activities, to forced eviction, rights violations or practices that may adversely affect the living spaces of local communities,

12. Use of Private or Public Security Forces

- In the event that private or public security forces are used in its activities, Kutes Metal A.Ş. undertakes to ensure respect for human rights and for the safety, dignity and fundamental rights of employees and local stakeholders,

13. Relations with Society and Suppliers

- We undertake to expect our suppliers and service providers to act in accordance with human rights and to take the necessary steps when any non-compliance is identified,
 - to support stakeholder engagement, build long-term relationships and consider the expectations of all our stakeholders,
- we undertake.

This policy is periodically reviewed and updated when deemed necessary. The Sustainability Committee is responsible for updating the policy. The policy entered into force with the approval of Senior Management.

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General Manager

Saadettin PEY