

 <b>KUTES</b>	<b>POLICIES</b>	<b>Form No</b>	SF-03
	<b>HUMAN RIGHTS POLICY</b>	<b>Revision No</b>	0
		<b>Revision Date</b>	A
		<b>Publication No</b>	1
		<b>Publication Date</b>	11.09.2022

At Kutes Metal, we carry out our activities from a sustainable development perspective and we attach importance to the observance of fundamental human rights in all our business processes. We adopt an understanding that respects human rights for our employees and all stakeholders with whom we have business relations, and we aim to observe fundamental human rights throughout the society. In this context, we aim for a modern, respectful, egalitarian, inclusive and fair working environment. At our organization, equal opportunities are offered to all employees regardless of age, gender, belief, ethnic origin or any other personal characteristic and status, and no discrimination or any practice suggesting discrimination is allowed.

With the policy prepared in compliance with the Universal Declaration of Human Rights, United Nations (UN) Global Compact, UN Convention on the Rights of the Child, International Labor Organization (ILO) Conventions, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights and national legal texts, we are committed to;

**1. Child Labor**

- Act in accordance with the relevant local legislation on child labor and international agreements to which Turkey is a party in this field,

**2. Forced Labor**

- Act in accordance with the relevant local legislation on forced labor and international agreements to which Turkey is a party in this field,

**3. Working Conditions**

- Act in compliance with legal regulations on working conditions and all kinds of local legislation while conducting our activities,

- Continue our activities in compliance with the International Labor Organization (ILO) and the United Nations Universal Declaration of Human Rights of which Turkey is a signatory,

- Observe fundamental rights and freedoms and to provide a decent working environment, take necessary measures to provide healthy and safe working conditions for employees in the working environment,

**4. Freedom of Association**

- Respect all rights of our employees according to the Labor Law,

**5. Inclusion, Non-Discrimination and Anti-Harassment**

- Respect diversity and mutually accept our differences, in line with our equality and inclusion policy,

- Not to discriminate against our employees on the basis of race, language, religion, religious beliefs, sect, ethnic origin, age, position, gender, gender identity, sexual orientation, skin color, physical characteristics, country of birth, marital status, pregnancy, dependents, disability, social class, political opinion, etc. in employment-related matters such as recruitment, promotion, compensation, benefits, training and all other processes, and to impose the necessary sanctions on those who discriminate,

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

**6. Engagement with Community and Suppliers**

- Expect our suppliers and service providers to act in accordance with human rights and to take necessary steps when any violation is noticed,

- Building long-term relationships by supporting stakeholder engagement and taking into account the expectations of all our stakeholders.



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**Principles Regarding Implementation**

This policy is reviewed periodically and updated when deemed necessary. The Sustainability Committee is responsible for updating the policy. The Policy entered into upon the approval of the Top Management.

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CEO / General Manager

Ali Esat KUTMANGİL