



**KOCAER STEEL
HUMAN RIGHTS POLICY**



Kocaer Steel,

In order to define the human rights rules and principles that it adopts and applies while carrying out all activities and to create a guide for its employees, business partners, suppliers and the entire value chain (based on the Universal Declaration of Human Rights, the United Nations (UN) Global Compact (UNGC), the UN Convention on the Rights of the Child, the Fundamental International Labor Organization (ILO) Conventions, the Organization for Economic Co-operation and Development (OECD) Guiding Principles for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights and local regulations),

Regarding Respect for Human Rights,

- Acts in accordance with universal human rights in its relations with its employees, business partners, customers, competitors and the communities in which it operates, and expects mutual action with the same understanding.

Regarding Child Labor and Forced Labor,

- Does not tolerate attitudes and practices that violate human rights and legal regulations, such as child labour, illegal and/or forced labour, ill-treatment of employees, unregistered employment.

Regarding Violence and Ill-Treatment,

- Commits to providing a safe, respectful environment for all its employees where human dignity will not be harmed. Our employees must not engage in physical or psychological violence or ill-treatment against anyone, regardless of the reason, and must not tolerate such behavior by others. Even if they do not take action, threats of violence and ill-treatment or attempts to intimidate and instill fear are also evaluated within the same scope. Physical, verbal, sexual or psychological harassment, abuse or threats of any kind will not be tolerated.

On Diversity, Equity and Inclusion,

- Commits to providing a working environment where employees feel fully included, regardless of their differences, and where they will respect each other's rights and dignity in all their actions. Recruitment, placement, career development, training, compensation and promotion decisions; It is carried out solely on the basis of the employee's qualifications, performance, skills and experience.
- Pays attention to the principles of diversity, equality and inclusion in internal and external communications; Elements contrary to the basic values of the society are not included.

Regarding discrimination,

- Discrimination within the company in terms of age, gender, race, colour, language, religion, philosophical and political opinion, ethnicity, economic status, sexual orientation, health status, disability, appearance, clothing and lifestyle; Discriminatory behavior, actions or retaliation of any kind will not be tolerated.

Regarding Freedom of Association,

- Employees' right to freedom of association in accordance with the legislation is respected and employees who exercise these rights are not subjected to any pressure or discrimination.

Regarding Occupational Health and Safety,

- Occupational health and safety are among the Company's main priorities. The company takes measures to keep health and safety risks to a minimum in its businesses and areas of activity and carries out remedial, corrective and preventive activities for continuous improvement. Complies with relevant legal regulations and meets requirements. All employees are expected to follow occupational health and safety procedures.

Regarding Freedom of Expression,

- Company is committed to preventing any situation that would hinder employees' exercise of their right to freedom of expression in the work environment and provides the necessary environments for employees to express themselves freely.

Regarding Working Hours, Wages and Personal Rights,

- Company establishes wages and personal rights competitively, according to industry dynamics, the local labor market and in accordance with the terms of valid collective bargaining agreements. Conducts its operations in compliance with applicable laws regarding wages, working hours, overtime and benefits. Aims to prevent overtime by carrying out studies to increase the productivity of employees during working hours, and supports the maintenance of work and private life balance.
- Company encourages the creation of a productive and motivating work environment that constantly supports workplace development, personal development opportunities, recognition and reward programs that support success, exemplary behavior, innovation and creativity.