

HUMAN RIGHTS POLICY

We, as Yeşilyurt Demir Çelik A.Ş., hereby commit;

- To adopt respect for human rights as one of the fundamental principles of all our activities,
- To act in accordance with the Universal Declaration of Human Rights, the United Nations Global Compact, the conventions of the International Labour Organization (ILO), and the relevant national legislation,
- To create a fair, safe, and respectful working and business environment for our employees, customers, suppliers, business partners, and all our stakeholders,
- To adopt a zero-tolerance approach against all forms of child labour, forced labour, human trafficking, and modern slavery,
- Not to permit any form of physical, verbal, psychological, or sexual harassment, violence, mobbing, or mistreatment,
- To support the principles of diversity, equity, and inclusion and to offer equal opportunities to all our employees,
- Not to permit discrimination on the basis of age, gender, language, religion, ethnic origin, political opinion, disability status, lifestyle, or other personal characteristics,
- To respect our employees' freedom of association and their legal rights,
- To recognize occupational health and safety as one of our fundamental priorities and to provide safe working environments,
- To establish an open and participatory communication environment in which our employees can freely express their views,
- To act in compliance with applicable legislation and fair labour principles in our practices concerning wages, working hours, and employee personal rights,
- To protect our employees' personal data and the privacy of their personal lives, and to fulfil our information security and data protection obligations,
- To respect the rights of local communities in the regions where we operate and to contribute to social development,
- To continuously improve our human rights performance and to raise awareness in this area,
- To adopt a zero-tolerance approach against child labour, forced labour, human trafficking, modern slavery, discrimination, harassment, mistreatment, and other human rights violations among the suppliers, subcontractors, contractors, raw material providers, logistics service providers, and other business partners within our value chain, and to ensure that our relevant policies, instructions, and code of business ethics are accepted by the parties with whom we establish business relationships.

General Manager
Çetin LİVAOĞLU