

Human Rights Policy

Korozo Group adopts an approach that respects human rights for all employees and stakeholders in all areas of activity and aims to ensure the exercise of fundamental human rights across the society.

Respect for human rights is a core value at Korozo Group. The company acts in accordance with human rights in its relations with employees, suppliers, business partners and communities where it operates and encourages them to uphold human rights. This policy is prepared in compliance with all national and international standards and legislation, UN Global Compact, Universal Declaration of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work.

This policy covers all activities and employees of Korozo Group. The policy is reviewed annually and updated when necessary. All employees are responsible for the implementation of this policy and the Human Resources Department, especially senior management, is responsible for its execution and oversight.

In line with this policy, Korozo Group adopting the following principles:

Career Management

- Gives attention to having a workforce caring about the society and ethical values,
- Creates processes which bring out the potential of employees considering each of them a talent and supports employees with a continuous training and development philosophy,

Diversity, Equality and Inclusion

- Prioritizes anti-discrimination and equal opportunity principles in all processes,
- Promotes freedom of expression of all employees,
- Treats candidates fairly, without prejudice and equally in hiring processes regardless of their race, ethnicity, sex, sexual orientation, gender identity or expression, religion, language, age, social or ethnic background, political view, disability, without direct or indirect discrimination on the basis of birth or acquired status.
- Does not discriminate against foreign citizens, provided that there is no legal obstacle for foreign citizens to work in the Republic of Turkey. Similarly, the company does not discriminate in matters such as wage, promotion, right to education, retirement.
- Promotes the participation of people with disabilities in the workplace, ensures their active participation within the company regardless of their disability and depending on the requirements of the job and personal qualities.

Human Rights Policy

Child Labor & Forced Labor

- Korozo Group does not use “child labor” in its operations.
- The company does not apply physical punishment, violence, or pressure to employees, does not impose forced or compulsory labor and is against slavery and human trafficking.
- Employees have the freedom of movement; their identity cards and passports are not withheld during their employment.
- The company does not tolerate any violence and/or harassment against or among its employees.

Wage and Work Conditions

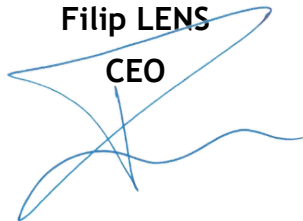
- Distributes wage fairly among employees.
- Complies with standards set by ILO and legislations in matters such as working hours, wage, and working allowances.
- Provides a safe working environment which respects human dignity and value. Moreover, health and safety issues that concern all stakeholders are included in the Occupational Health & Safety Policy.
- Does not resort to systems such as debt bondage.
- Aims to limit overtime work by carrying out efforts to increase productivity during working hours and supports the protection of work-life balance by making business plans accordingly.
- Complies with information security standards and related regulations, designs and implements processes for the protection of personal data.

Employee Engagement:

- Respects employees' rights to unionize.
- Collects the views and suggestions of employees through employee representatives.

Effective as of 05.06.2023

Filip LENS
CEO



İLK YAYIN TARİHİ: 05.06.2023
REVİZYON TARİHİ: -
DOKÜMAN NUMARASI: 10.30
REVİZYON: 0