

<b>AVRASYA TAAHHÜT LOJİSTİK A.Ş</b> <b>Torbali</b>	<b>SOCIAL COMPLIANCE POLICY</b>	<b>First Publication Date:</b> 29.09.2023 <b>Revision Date / No:</b> 00//00 <b>Document Code:</b> KYS-ELK07 <b>Page No:</b> 1/1

## SOCIAL COMPLIANCE POLICY

Creating an environment where company personnel can work in a healthy and happy manner is the main goal of our company. It is our duty to act in accordance with all national and international laws and regulations starting from the recruitment process of our employees. It is our responsibility not to discriminate in any way in our company during recruitment, not to employ child labor, not to act in any way that violates personal rights starting from the determination of working conditions, and to ensure the health and safety conditions of our employees in the workplace.

Our employees have the right to benefit from working hours, wage payment, vacation and leave practices within the framework of the Labor Law, to become a member of unions and to be represented.

It is essential to provide regular training to all personnel, including new employees, and to constantly raise awareness about working conditions, occupational health and safety.

Bribery, corruption, etc. and any behavior that will lead to this are strictly prohibited in our company and in any action taken outside on behalf of our company.

Our principle is to implement the criteria of the Procurement Rules and, when necessary, to implement corrective activities to eliminate non-conformities and to continuously improve the system with the participation of all our employees.

Accountability, transparency, effective behavior, respect for the parties, respect for the law, respect for international norms of behavior are our policies.

Child Labor, Forced Labor and Youth Employment Policy, Harassment and Discrimination Policy, Freedom of Association and Collective Bargaining Policy are our basic principles as stated below.

### ❖ CHILD LABOR, FORCED LABOR AND YOUTH EMPLOYMENT

- Avrasya A.Ş, develops practices in accordance with all local laws and the standards of the United Nations International Labor Organization (ILO) and international agreements in Turkey and all other countries where it operates, represents and manages operations regarding child labor, forced labor and youth employment.
- Avrasya A.Ş, does not permit child labor and forced labor and does not tolerate it among its suppliers.
- Avrasya A.Ş, prohibits all forms of forced labor, including prison labor, indenture, bonded labor, military or slave labor, and all trafficking in human beings.
- Avrasya A.Ş, allows young people to work, on the condition that their working hours do not exceed the youth working hours, and that they work in part-time or full-time, light-duty jobs that will support the youth's professional development.
- Young workers or interns who will work for Avrasya Inc. or its suppliers must be registered as required by local law.

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- Young workers must be given a thirty-minute break in jobs lasting more than two hours or less than four hours, and a one-hour break in the middle of the working hours in jobs lasting from four hours to seven and a half hours.
- All our suppliers who employ young workers are requested to comply with the standards set forth in this Policy.
- In cases where practices contrary to the principles and standards of this Policy are encountered, the business relationship with the supplier is terminated.
- Avrasya A.Ş. expects its suppliers to apply the principles and standards set forth in this Policy when selecting their own suppliers and working with them.

#### ❖ HARSH AND DISCRIMINATION

• Our company respects the constitutional rights of all its employees against sexual, psychological harassment and discrimination and does not compromise on this issue. Individuals who exhibit such unacceptable behaviors will be referred to the Ethics Committee. After their defense is received and the violations they have committed are proven, their employment contracts will be terminated immediately. Increasing the awareness of all employees regarding the following concepts is of great importance to the Company.

#### ❖ SEXUAL HARASSMENT AND ABUSE

- It can be defined as behaviors that violate personal rights protected by the TMK and TCK or that create a disturbing work environment, disrupt workplace order, constitute a crime requiring imprisonment, or are of a sexual nature, based on gender or sexual preference, contrary to morality and good faith rules, although not directed at a specific person.

#### ❖ PSYCHOLOGICAL HARASSMENT (MOBBING)

- It refers to psychological and even physical aggressive behavior applied to the self-confidence of a person in a systematic, continuous and frequent manner with the aim of demoralizing the employee. In other words, it is the act of excluding a person or several people in the workplace who they declare as an unwanted person, verbally or physically harassing them and forcing them to obey absolutely, intimidating and harassing them.

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❖ **DISCRIMINATION**

- An unfair treatment that involves treating a person worse than others because of their gender, race, skin color, religion or belief, political view, sexual orientation, age, disability, national, social or ethnic origin.
- Employees who have concerns or complaints about these issues can leave their complaints in the complaint and complaint boxes, as well as directly contact human resources.

❖ **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

- Avrasya Taahhüt Lojistik A.Ş. respects the right of its employees to join, not to join or form a union without fear of discrimination, dismissal, threats or harassment. It undertakes to establish a constructive dialogue with freely chosen representatives of employees represented by a legally recognized union and to bargain with such representatives in good faith.

29.09.2023

General Manager