



HUMAN RIGHTS POLICY

TEKFEN is mindful of the principle of sustainability in the conduct of its operations in different countries.

TEKFEN commits itself to being respectful of the human rights of its stakeholders in countries in which its operations take place.

In order to fulfill these commitments, TEKFEN acts in accordance with the following principles;

- ✓ Defines potential human rights risks to which it might be exposed on account of its operations and engages in efforts to reduce them,
- ✓ Abides by the principles of not discriminating among employees, not employing child labour, not employing forced labour, and respecting employees' collective bargaining and unionisation rights,
- ✓ Satisfies the requirements of international human rights and social justice conventions to which Turkey is a party,
- ✓ Respects the rights of local peoples in countries where its operations take place,
- ✓ Respects legally-mandated rights in countries where its operations take place,
- ✓ In countries where its operations take place, engages in no activity that might lead to the commission of a crime or violation of rights and ensures that management and other personnel behave in the same way,
- ✓ In such processes as recruitment, training, career planning, and compensation management as well as throughout the workplace environment, behaves equitably and makes no distinctions based on gender, ethnicity, religion, language, race, nationality, age, physical capacity, pregnancy, marital status, sexual orientation, union membership, political views, etc,
- ✓ Respects all employees' legally-prescribed rights of association, meeting, organisation, collective bargaining, and freedom of speech,
- ✓ Provides business partners and employees with a safe workplace environment; takes all necessary HSE precautions and ensures that employees are in possession of required HSE training, awareness, and competencies,
- ✓ Provides employees with nonthreatening workplace environments that are devoid of any kind of abuse, intimidation, or harassment; encourages employees who suffer such treatment to report it by exercising their right to speak freely,
- ✓ Complies with all laws and regulations governing compensation, working hours and overtime issues that are currently in effect in countries where its operations take place.


Cahit OKLAP

President, Tekfen Group of Companies