

As Adm Elektrik, we believe that in order to maintain our pioneering leading position in the industry and on our journey to become a brand that transforms from local to national and from national to global, we must create value for all our stakeholders, society, and the environment.

We recognize the importance of meeting global sustainability standards and adopt an approach that prioritizes the sustainability of natural resources and the environment, taking into account the needs of future generations and our responsibility to leave them with healthy resources.

In this context, our company, which considers Human Rights to be an integral part of its Code of Ethics, has agreed to fulfill and consider the following as its Human Rights Policy principles:

- To ensure that our employees and business partners at Adm Elektrik and at all its affiliated companies comply and act in accordance with the Adm Elektrik Human Rights Policy,
- To protect the rights of indigenous peoples, migrants, refugees, women and girls living in the regions where we operate and to take measures against rights violations,
- To comply with national and international laws and regulations related to Human Rights, ensure that our business partners comply to such as well and to respect property rights,
- To base our commitments regarding Human Rights on the United Nations Universal Declaration of Human Rights, of which Turkey is a signatory,
- To make decisions in accordance with the United Nations Universal Declaration of Human Rights in all our investment activities and operations covering these activities, and to organize our activities accordingly,
- Not to tolerate discrimination among our employees on the basis of race, religion, language, color, age, gender, family status, national origin, employment, occupation, social background, health status, physical disability, sexual orientation, possible or probable pregnancy, union activities, or other factors specified by law under any circumstances.
- To value the differences among our employees and embracing diversity to achieve our goals,
- To provide all our employees with equal rights in terms of remuneration, performance evaluation, equal access to career opportunities, employment and similar matters, ensuring fair wages and working hours and to communicate all developments related to our equal opportunity plans through internal and external communication channels,
- To ensure gender equality principles in all our human resources policies and procedures with this hereby Human Rights Policy, by supporting women's participation in the workforce and increasing their employment rate,
- To improve gender balance in our companies' decision-making mechanisms and to increase the proportion of women on our company's board of directors and senior management,
- To strictly prohibit the employment of personnel classified as child labor at any stage of our operations,
- To ensure that contracts with our suppliers prohibit the employment of child labor and to consider this issue during audits, defending human rights in all our activities and at every step of our supply chain,
- To establish fair training and support processes to ensure equality among our employees and specifically encouraging our employees to participate in these trainings,
- Not to permit forced or compulsory labor under conditions that do not comply and violate the laws and regulations at any stage of our operations and not to purchase materials or services from companies that engage in forced or compulsory labor.
- To accept and value the differences in age, religion, language, gender, race, and culture of all our stakeholders and to ensure that our egalitarian approach extends to all our business partners and suppliers.
- To prevent any situation that would hinder our employees' right to freedom of expression in the workplace and to enable cooperation, facilitate collaboration with civil society organizations.
- To respect our employees' right to collective bargaining and freedom of association, and to prevent discrimination against employee representatives,
- To provide our employees with healthy, ergonomic, hygienic, safe, and satisfactory working conditions,
- To prevent violations of occupational health and safety principles to the extent that they endanger the health, safety, and/or life of employees and to take the necessary precautions,
- To be a socially reliable employer to our employees with our company reputation,
- To ensure existence of a safe and happy work environment with a human resources approach that adheres to human rights and ethical values, taking into account work-life balance and the needs of working parents when creating the work environment and conditions,
- To continue our operations in an ethical and transparent manner, showing zero tolerance for corruption and unethical behavior,
- To establish and maintain an effective corporate governance approach,
- To absolutely not tolerate any incidents such as mistreatment, intimidation, inhumane or degrading treatment, psychological violence, or harassment and abuse through any form of verbal or written communication in the workplace.
- To oppose and strand any and all forms of violent behavior in the workplace or in the private lives of our employees, including domestic violence as well as violence against nature and animals,
- To be environmentally conscious for a livable and green world and to prioritize the principle of protecting nature in all our activities,
- To ensure that the issues covered in the Declaration of Human Rights are represented at the highest level within our institution, and to communicate this committed and implemented policy to all our employees,
- To create an honest and transparent corporate culture in accordance with international standards and local laws and regulations,
- To value employee feedback regarding our policy and to evaluate any potential policy violations reported and submitted to [etik@admelektrik.com.tr](mailto:etik@admelektrik.com.tr),
- To make it accessible to the public and third parties,
- To ensure effective communication of our policy with our stakeholders and to monitor the implementation thereof.