



KORDSA HUMAN RIGHTS DATA

Employees with Collective Bargaining Agreement	2019	2020	2021
Turkey	737	754	802
Indonesia	891	944	967
Brazil	376	320	325
USA	0	0	0
China	0	0	0
Thailand	0	0	0
Total	2,004	2,018	2,094
Ratio of employees with collective bargaining agreement to total blue-collar employees (%)	55%	55%	61%

Topic Covered by Collective Labor Agreement	Turkey	Indonesia	Brazil
Occupational Health and Safety	√	√	√
Working Conditions (work-rest hours, leaves)	√	√	√
Training	√	√	-
Career Management	-	√	-
Employee Representatives' Tasks and Responsibilities	√	√	-
Additional Work Payments	√	√	√