

# **KORDSA TEKNİK TEKSTİL A.Ş. HUMAN RIGHTS POLICY**

## **1. OBJECTIVE**

Kordsa Teknik Tekstil A.Ş. ("Kordsa") has published this Human Rights Policy ("Policy") based on the international human rights in accordance with its sustainable development goals. The Policy objective is to declare the Kordsa's respect for fundamental human rights and the value it gives to Kordsa employees and to establish a human rights-based approach in its relations with all stakeholders by providing a modern and decent work environment. This Policy is a component part of Kordsa Code of Business Ethics.

## **2. SCOPE**

This Policy has the characteristics of a guide that needs to be followed by Kordsa employees in all the countries that Kordsa conducts its business, all persons which provide goods/service to Kordsa, suppliers, business partners, institutions, establishments and their employees and all stakeholders with which Kordsa is in a business relationship. The Policy contains the fundamental principles which constitute the essence for the agreements that will be made with these parties.

## **3. FUNDAMENTAL PRINCIPLES, COMMITMENT AND IMPLEMENTATION**

Kordsa operates in compliance with the Universal Declaration of Human Rights, International Labor Organization Fundamental Conventions and International Labor Organization Declaration on Fundamental Principles and Rights at Work based upon the basics of United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Kordsa is committed to show respect towards the universal human rights in all the countries it operates and in all business activities and to look after all Kordsa employee rights by adopting the national and international declarations, fundamentals, conventions and principles.

With the objective of supporting and implementing the Policy, Kordsa has been developing supportive working methods in order not to participate in businesses which abuse human rights directly or indirectly.

In this regard, in accordance with Kordsa Code of Business Ethics Kordsa adopted the following principles;

### **Diversity, Inclusion, Equality**

- To show equal treatment without making any discrimination of religion, language, ethnicity, race, belief, sect, , skin colour, nationality or social origin, age, sexual orientation, gender, civil status, political view, union membership, disadvantages and based on all legally protected characteristics among the employees in the workplace environment during the recruitment, leave of employment, education, training, salary system, carrier, promotion, disciplinary processes, payment, the distribution of social rights.
- To establish a workplace environment to employees that is trustworthy and free from all kinds of harassment, exploitation, intimidation, abuse and any kinds of verbal, sexual, digital, psychological violence taking place at home

or at the workplace depending on the nature of the working process such as the remote working and to take all necessary precautions in these matters and to support them with relevant procedures.

#### **Working Conditions, Salary System and Benefits**

- To work with our subcontractors and business partners in all countries of operations in accordance with the working hours and overtime standards determined by applicable laws and regulations.

#### **Occupational Health & Safety and Environmental Respect**

- To provide safe and healthy working environments for all business partners as well as for employees in line with the goal of "zero accident", which is the basis of the understanding of occupational health and safety, in all countries and workplaces of operations and to take the necessary precautions in this regard and develop regulations in accordance with the Occupational Health and Safety Legislations,
- To ensure that investment projects are reviewed in terms of environmental impacts in accordance with international legislation, within the framework of sustainable growth targets and legal responsibilities towards society and the environment,

#### **Forced Labor**

- To develop procedures for business partners to make sure that they are staying away from all kinds of forced and compulsory labor and child labor practices, including modern slavery, debt labor and human trafficking, and to work to evaluate the performance of service parties within the scope of Kordsa commitments to international organizations,

#### **Complaint Mechanisms**

- To make arrangements through agreements and to establish whistleblowing/complaint hotline mechanisms in order to monitor and protect that international and national legal requirements on human rights in supply chain practices are met by suppliers,

#### **Freedom of Unionization**

- To respect the freedom of unionization, freedom of speech and collective bargaining in accordance with the legislation of all countries where Kordsa employees are working, and not to make pressure or discrimination on employees using these rights in any way.

#### **Privacy in Working Life**

- To comply with national and international regulations and data protection authorities' decisions for the protection of personal data of employees, business partners and shareholders.

### **4. EXPECTATIONS FROM STAKEHOLDERS**

All business partners and stakeholders, including persons and institutions acting on behalf of Kordsa, are expected to comply with the Policy.

In this context, the agreements made with all business partners include provisions regarding full compliance with the principles in this Policy, and the employees of business partners absorbing these principles and acting accordingly.

Kordsa establishes complaint/notification mechanism, in order to maintain compliance with this Policy and to further improve the implementation of this Policy, follow up the possible violations and suspicious situations. Kordsa makes efforts to evaluate the business processes of the relevant parties within the scope of its commitments to international organizations in terms of human rights.

## **5. COMPLIANCE, SURVEILLANCE, AUDITS AND REPORTING**

In case of non-compliance with this Policy and other relevant rules, Kordsa Board of Directors is responsible for the surveillance of identification and management of notification, inspection and sanction mechanisms. The implementation responsibility of this Policy belongs to CEO and Board of Directors.

In the event of detection of situations and inappropriate behavior in contradiction with this Policy, penal sanctions may be applied in accordance with the provisions of the relevant legislation in the countries in which we operate.

The feedbacks related to the policy and possible Policy infringements and inconsistencies are informed via [etik@kordsa.com](mailto:etik@kordsa.com) and/or whistleblowing/complaint mechanisms. Kordsa gives utmost importance to the principles of confidentiality in terms of compliance with the Policy, and for this reason, a system has been established to keep the identity of the whistleblower confidential for reporting violations.

## **6. EFFECTIVE DATE**

Human Rights Policy has entered into force with the Board of Directors decision dated 23/03/2018 and has been revised as per the Board of Directors decision dated 12/10/2021. The Policy, if necessary and in any event biyearly, is revised by Ethics Board and the possible amendments are made by the Board of Directors decision. The coordination of Policy is under the responsibility of Legal and Compliance Department. In addition to this, all Kordsa directors are responsible for managing the business processes in respective administrative and commercial functions in compliance with the Policy.

### **Corporate Management Committee**

#### **President**

**Mehmet Sami**

#### **Member**

**Güngör Kaymak**

#### **Member**

**Gökhan Eyigün**

#### **Member**

**Fatma Arzu Ergene**