



YEŞİM
— EST 1956 —



ALMAXTEX TEXTILE SOCIAL COMPLIANCE POLICY

In every stage of production and management, our company has acted with Human Rights principles and is a signatory of the United Nations Global Compact, and thus, is committed to the followings;

Prevention of Child Labor

To comply with the principles and procedures of child and youth labor and no workers under the age of 15 or who are under the legal age of compulsory education shall be employed, and to ensure all our business partners will comply with applicable legal requirements,

Prevention of Forced Labor

To abide by the principle of voluntariness in the application of overtime, and not to employ, debt-based, illegal, convicted, forced or involuntary worker,

Ensuring Occupational Health and Safety

To develop the occupational health and safety culture that becomes part of the individual's lifestyle and daily habits, to have a proactive approach in all activities, to comply with the obligations of national occupational health and safety legislation and to comply with international standards, to take all kinds of preventive measures to prevent occupational accidents and to ensure that all employees participate in occupational health and safety practices, and to adopt a working system that prioritizes the general health of employees and to provide continuous training to our employees in this regard,

Freedom of Organization and Respect for Collective Bargaining Right

To show respect on freedom of organization and collective bargaining right of the employees,

Prevention of Discrimination

To employ based on their skills of doing business, not on race, color, language, religion, ethnicity, political opinion, marital status, age, pregnancy, sexual preference or gender, and also to implement a salary system, social welfare, promotion, dismissal, and discipline in this direction,

Prevention of Disciplinary/Abuse and Harassment

To treat all employees with respect and dignity, not to allow verbal, physical or psychological harassment or abuse,

Working Hours

To determine the working hours in a decent manner based on the laws and obligations in force, to ensure that the overtime working hours are in accordance with the legal periods and customer standards,

Salary and Payments

To carry out normal and overtime payments as per the laws and collective labor agreement, not to employ workers under minimum wage, to provide social assistance to employees as defined in the collective bargaining agreement.

Environmental Protection

To comply with applicable environmental legislation, to prevent and reduce the environmental pollution at the source based on environmental impact assessment, to reduce CO2 emissions from production and services, to ensure the productive use of energy, water and other natural resources as a result of our continuous improvement efforts, to minimize our environmental impact by applying environmentally friendly policies and standards,

Relations with Suppliers & Gradual Impact

To measure the social compliance capacities of the suppliers in which a product/service is received, to monitor the results with action plans and to gradually increase their social compliance levels,

Ethical Business Conduct

To have a zero tolerance policy on corruption, fraud and bribery,

Management System

To conduct, maintain and continuously improve its social compliance, occupational health and safety management activities in accordance with applicable laws and regulations, International Labor Organization (ILO) conventions, UN Guiding Principles on Business and Human Rights, customers' workplace codes of conduct, and the voluntarily applied SA 8000: 2014 Management System Standard.

ŞENOL ŞANKAYA
YEŞİM GROUP CEO