



SOCIAL RESPONSIBILITY AND ETHICAL VALUES POLICY

Activities are carried out in a team-based manner with all our business partners, based on our core principles and values, incorporating the standards we have established. This policy aims to ensure that we provide all our stakeholders with their rights within the framework of the law, comply with occupational health and safety rules, act in an environmentally sensitive manner, maintain open and honest communication among employees and customer relations, and become a respectful and valued company.

- Our company prohibits all forms of forced labor, including prison labor, apprenticeship contracts, debt bondage labor, military labor, slave labor, and all forms of human trafficking. Voluntariness is essential in our work.
- Child labor is not practiced in our company. Our workplace adheres to the minimum age provisions of applicable laws and regulations.
- Our company does not discriminate and adopts an egalitarian approach. We are committed to maintaining places where discrimination or physical or verbal harassment based on race, gender, color, nationality, social origin, religion, age, disability, political views, or any other protected status by applicable laws does not occur.
- We provide competitive wages to our employees according to the industry and local labor market. Our practices regarding wages, working hours, overtime, and additional payments are fully compliant with the current laws and employment contracts.
- Our company ensures the establishment and preservation of a safe and healthy workplace environment.
- We commit to building relationships in good faith with our stakeholders, listening to their opinions, gathering information from their views, and taking them into consideration. In this context, we appoint employee representatives in accordance with the legal regulations, providing employees with the opportunity to discuss their problems with these representatives.
- We establish a good-faith relationship with our customers through customer representatives, prioritize their requests, value confidentiality, and preserve our reputation.

- We minimize the adverse environmental impacts directly resulting from the use of our products.
- In the case of foreign workers employed in our company, all their legal rights are protected. Employment contracts are prepared in the language they understand. Under no circumstances can they be employed by being indebted, and in necessary situations, the original documents cannot be taken from them.
- Our company does not employ illegal workers. In the event of an employee leaving the job, the company does not prevent or postpone it, except for any security reasons. All information about the employee is kept confidential and preserved to the extent specified by the laws.
- Employees are not deprived of their legal rights to rest and holidays. Employees working six days a week are given one day off.
- Company positions requiring hiring are determined, and employment is carried out by the company management in accordance with the laws and specific rules (foreign national employees, egalitarian approach, leave, wages, holidays, employment contracts, etc.).
- A "Employment Contract and Personnel Regulations" containing the conditions offered to the candidate personnel, in compliance with the workplace and laws, is prepared between the company and the person to be employed. The personnel accepting the position sign the "Employment Contract and Personnel Regulations."
- To ensure interdisciplinary work, the disciplinary rules determined by the disciplinary board are applied. The company cannot apply any form of salary deduction to discipline its employees.
- Within the company, a whistleblower is appointed confidentially by the Chairman of the Board or the General Manager. It is ensured that this person performs the duty according to the principle of confidentiality in all matters. The appointed whistleblower reports directly to the relevant person if they identify any situations related to bribery or corruption, discrimination, and harassment, or when there are applications from or hiring of minors for employment.
- Our company considers the establishment and maintenance of a fair working environment for employees as one of its most important priorities. The goal is to create a healthy and safe working environment that is compliant with all relevant laws and regulations, fair, respectful to employees, and enhances their success, development, and loyalty.

AS ELIPSAN A.S., WE COMMIT TO COMPLY WITH OUR SOCIAL SUITABILITY AND ETHICAL VALUES POLICY.

Y.EMRE ÖZTÜRK