

## SOCIAL COMPLIANCE POLICY

*It is the main goal of our company to create an environment where the personnel of Arasan Tekstil San. Tic.Ltd.Şti. (Adal Textile and Clothing Industry and Trade Limited Company.) can work in a healthy and satisfied manner. It is our duty to act in accordance with all national and international laws and regulations starting from the recruitment process of our employees. Along with recruitment, it is our responsibility not to discriminate in any way in our company, not to employ child labour, not to engage in behaviours that violate personal rights in any way, starting from the determination of working conditions, and to ensure the health and safety conditions of employees in the workplace.*

*Our employees are subject to the provisions of the Labour Law in terms of working hours, wage payment, holiday and leave practices, and also have the right to become a member of and be represented by trade unions. It is essential to provide regular training to all personnel, including newly recruited personnel, and to constantly raise awareness about working conditions, occupational health and safety. Bribery, corruption, etc. and any behaviour that may lead to these crimes are strictly prohibited in our company and any action to be taken outside in this direction on behalf of our company. It is our principle to implement the Supply Rules criteria and to eliminate non-conformities by applying corrective actions when necessary and to continuously improve the system with the participation of all our employees.*

*Accountability, transparency, ethical behaviour, respect for parties, respect for law, respect for international norms of behaviour are our policy. The basic principles of Child Labour, Forced Labour and Youth Employment Policy are stated below. Our company Develops practices in compliance with all local laws on child labour, forced labour and youth employment in Turkey and in all other countries where it conducts business, represents and manages operations, as well as United Nations International Labour Organization (UN International Labour Organization - ILO) standards and international agreements in these areas. It does not tolerate child labour and forced labour and does not tolerate these acts in its suppliers.*

*Our company prohibits all forms of forced labour, including prison labour, apprenticeship, bonded labour, military or slave labour and all forms of human trafficking. Allows the employment of young people, provided that the working hours do not exceed the working hours of the young person and provided that the young person is engaged in part- or full-time, light labour jobs that support the professional development of the young person. Young workers or trainees working for the company or its suppliers must be registered as required by local law. The young worker must be given a break of thirty minutes for work lasting more than two hours and less than four hours, and one hour in the middle of the working period for work lasting from four hours to seven and a half hours.*

*All our suppliers employing young workers are requested to comply with the standards specified in this Policy. When practices contrary to the principles and standards of this Policy are encountered, the business relationship with the supplier is terminated. The Company expects its*

suppliers to implement the principles and standards of this Policy when selecting and working with their suppliers.

#### *HARASSMENT AND DISCRIMINATION POLICY*

*Our company respects the constitutional rights of all employees against Sexual, Psychological Harassment and Discrimination and does not compromise on this issue. Persons who show such unacceptable behaviours will be referred to the Ethics Committee and their employment contracts will be terminated immediately if the violations are proven after their defence is taken. It is of great importance for the Company to raise the awareness of all employees on the following concepts.*

#### *SEXUAL HARASSMENT AND ABUSE*

*It can be defined as behaviours that violate the personal rights protected by the Turkish Civil Code and the Turkish Penal Code, or that create a disturbing working environment / disrupt the order of the workplace, although they are not directed at a specific person, that require imprisonment, or behaviours that are contrary to the rules of morality and goodwill, based on gender or sexual preference.*

#### *PSYCHOLOGICAL HARASSMENT (MOBBING)*

*It refers to the psychological and even physical aggressive behaviour applied to the self-confidence of the person with the aim of intimidating the employee in a systematic and continuous frequency. In other words, it is to force absolute obedience, intimidate and harass a person or a few people in the workplace by excluding, verbally or physically harassing a person whom they declare as an undesirable person.*

#### *DISCRIMINATION*

*Unfair treatment that involves ill-treatment to a person by others because of his/her gender, race, skin colour, religion or belief, political opinion, sexual orientation, age, disability or national, social or ethnic origin. Employees who have concerns or complaints about these issues can leave their written complaints in the wish/complaint boxes or they can directly contact the personnel unit. Our company respects the right of its employees to join, not join or form a labour union without fear of discrimination, dismissal, threat or harassment. The Company undertakes to bargain in good faith with representatives freely elected by employees represented by a legally recognised labour union.*