

Policy Statement on Labor and Human Rights

POL.12

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POLICY STATEMENT ON LABOR AND HUMAN RIGHTS

We are committed to the principles of the Constitution of the Republic of Türkiye, the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Convention, and international laws:

- We comply with legal obligations and meet stakeholder expectations in all our activities.
- We provide a reliable, equal and transparent working environment which values diversity.
- We recruit based on professional capabilities and qualifications, without discrimination.
- We respect stakeholder rights in all interactions.
- We create an environment for employees to express opinions, address requests and complaints and support their development, through equal training opportunities.
- We ensure employees work in suitable positions, according to their competencies and experience.
- We support and increase female employment by providing equal opportunities.
- We respect employees' rights to unionize and bargain collectively, as per legal regulations.
- We ensure a safe working environment for all employees, aiming for zero work accidents and no occupational diseases.
- We prohibit any form of harassment in the workplace or during business activities.
- We establish systems to prevent modern slavery, child labour and human trafficking in our operations and supply chain, with a zero-tolerance approach.
- We communicate this policy to our employees and stakeholders, embed it in our company culture, and work to ensure stakeholders in our supply chains do the same.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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