

OUR SOCIAL RESPONSIBILITY APPROACH

Important part of our environmental and social responsibility policies is Corporate Social Responsibility Management system.

As a part of our strategy, we consider to invest in sustainable companies and to grow with responsibility awareness, by the needs and expectations of all our stakeholders, since we've been founded.

We are a member of UN Global Compact, that leads the business world to achieve the Sustainable Development Goals about human rights, labor standards, environment and anti-corruption.

Our social responsibility policy is based on the 10 principles of the UN Global Compact about Human Rights, Employee Rights, Environment and Anti-Corruption.

We commit to be one of the leader companies in social and economic development by our investments, contributions and providing employment. Sustainability and permanence of these investments are import for us.

OUR SOCIAL RESPONSIBILITY POLICY

We believe the importance of reaching high level of prosperity and happiness for the society and humanity.

Human rights, labor standards, protection of the environment and natural resources, anti-corruption, education and corporate social responsibility awareness are important to us.

We support social responsibility projects that increase the quality of social life. We want our donations and aids based on artistic, social and humanitarian needs. would be compatible with our ethical principles.

PRINCIPLES

1. Respect to Human Rights

We respect to human rights. We don't create and support negative effects about human rights. We're sensitive to the culture of Turkey and the countries we trade with. We act in accordance with all legal regulations. We try to prevent direct negative effects arise by activities, products and services that may as a result of our business relationships.

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Şube TOSB4	: TOSB Otomotiv (OSB) Mah. 15. Sok. No: 11/2 41420 Çayırova – Kocaeli – Türkiye
Şube TOSB5	: TOSB Otomotiv (OSB) Mah. 15. Sok. No:5 41420 Çayırova – Kocaeli – Türkiye

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We believe in our human resources are the most important part of sustainable growth. We do not discriminate our employees basis on language, race, color, gender, political opinion, belief, religion, sect, age, physical disability or another reason. We approach employees honestly and fairly, and also commit and create a non-discriminatory, safe and healthy working environment.

2. Human Rights Violation

We do not engage in human rights violations that may be caused by any business, government or individual.

3. Freedom of Association and The Effective Recognition of The Right to Collective Bargaining

Our employees can negotiate freely with the executives about working conditions, and give opinions and suggestions directly by their representatives.

4. Right to Work Freely

We do not let forced or compulsory labor. Employees know that they have right to terminate the employment contract.

We comply with the legal obligations regarding wages, benefits, working hours, overtime and leave.

5. Abolition of Child Labor

"Child labor" is a form of exploitation that is a violation of human rights. We do not employ child labor in our facilities and do not have any employees under the age of 18.

6. Discrimination and Harassment

We do not discriminate our employees and other stakeholders basis on their race, color, gender, religion, political opinion, national and social origin, age, disability and sexual orientation.

We try to provide a work environment where verbal / physical violence and harassment is not tolerated, and there are no threatening or disturbing conditions.

7. Preventive Approach to Environmental Problems

We aim to prevent environmental negative effects by precautionary approach. Our top priorities are ensuring the safety, protecting labour health and developing the work environment.

8. Environmental Impact Management

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We carry out environmentally responsible business. While natural resources are decreasing, we support the business sustainability and encourage innovation beside evaluating environmental impacts. We ensure their sustainability by our ISO 14001: 2015 Environmental Management System.

We expect from all our stakeholders to minimize their environmental impact and, if possible, to create positive effects.

9. Supporting Environmentally Friendly Technologies

We prefer environmentally friendly technologies by providing the necessary technical, financial and human resources to achieve our environmental principles and targets. We aim to develop continuously with an effective environmental management system at every step of our recyclable material use, production and services.

10. Anti-Corruption

We demonstrate and expect the highest level of honesty in all our business dealings. We do not tolerate corruption, bribery, blackmail and abuse. We do not tolerate exchanging money or gifts to influence the behavior of another person, organization, politician, government employee or authority for the sake of commercial and personal benefit.

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CEO

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