

## CORPORATE SOCIAL COMPLIANCE

### HONEST COMMUNICATION

#### WE PROVIDE OPEN, TRANSPARENT AND COLLABORATIVE COMMUNICATION.

At Farplas, we carry out our duties in an equitable, transparent, accountable and responsible manner in order to maintain a pleasant, happy and high-performance working environment. We fulfill our responsibilities within the framework of mutual trust, respect and courtesy within the scope of these principles, in communication and cooperation. When we carry out our work with our colleagues or encounter problems, we support each other with our knowledge, skills and experience, and strive to beautify the place where we work.

#### WE OFFER FREEDOM OF EXPRESSION.

Provided that our employees remain within legal and ethical limits; We encourage them to express their own ideas and opinions, to express their concerns and complaints, and to ask questions. We take care that internal communication is open among all employees. We do not observe hierarchy in communication, we are based on the open and direct communication of all titles with each other.

#### WE INFORM OUR EMPLOYEES.

We share all our rules in the language of our employees in the work areas and provide trainings on the content.

#### WE OFFER EFFECTIVE COMPLAINT MECHANISMS.

We have procedures in place that allow our employees to submit and raise complaints confidentially, anonymously and/or directly, without fear of retaliation. The suggestion system, complaint boxes and the Ethics Committee also serve as references for these processes.

#### WE DO NOT TOLERATE BRIBERY AND CORRUPTION.

As Farplas, we are committed to complying with laws and regulations, universal rules of law, ethical and professional principles regarding bribery and corruption. Within the scope of this principle, our company acts with a "zero tolerance" approach against bribery and corruption and carries out its activities in a fair, honest, legal and ethical manner.

#### WE RESPECT THE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.

We accept and respect the right of our employees to join, establish and collective bargaining in trade union organizations of their choice without any interference. Where organization and collective bargaining are restricted by law, we facilitate the development of parallel methods for independent and free organization and collective bargaining, and we do not prevent such cases.

#### WE ACT WITH ENVIRONMENTAL AWARENESS.

At Farplas, we aim to continuously improve with a resource and waste management system that will prevent environmental risks by implementing the necessary technical developments to achieve sustainable environmental principles and goals in all our production stages. We use all our resources carefully when providing our services and products. We strive to have the least negative impact on the environment with the least possible energy consumption and work in a way that prevents pollution. We continuously improve environmental work, promote environmental responsibility, and assist in the development and dissemination of environmentally friendly technologies.

#### WE PROVIDE A HEALTHY AND SAFE WORK ENVIRONMENT.

As Farplas, we aim to fully meet occupational health and safety requirements in all our fields of activity and during our work. All of our employees are familiar with company safety standards and have information about what to do in case of emergency. We work to ensure that our employees have access to adequate health and safety training, drinking water and clean and safe housing facilities that meet their basic needs.

At Farplas, we support the use of public or private security forces when necessary to ensure the protection of our facilities, employees, and assets. Security services are carried out in full compliance with national, regional, and local laws, and with respect for all human rights standards. The use of force, weapons, or firearms by security personnel is only applied when necessary and in accordance with the principle of proportionality. Regular training and inspections are conducted to ensure that the personnel involved in security services act in accordance with ethical standards.

#### WE DO NOT EMPLOY CHILD LABOR.

We do not employ workers in our company who are under the age of 15, which is the age to complete compulsory education, and who do not meet the local legal working age. We make sure that the working age complies with the definition and age limits specified in the labor law, and we stand against all kinds of child labor.

#### WE ARE AGAINST HARASSMENT AND ABUSE.

As Farplas, we have adopted the principle of respecting the personal rights and cultural differences of all our employees, and we strictly prohibit any behaviors that may be considered as harassment/abuse/psychological or physical assault and discrimination against these rights and differences, directly or indirectly.

#### WE PROTECT WAGES AND BENEFITS.

Wage management in our company is based on the concept of wage justice. The wages of our employees; We meet the conditions determined by laws and regulations, take into account the living standards of our employees, and make normal and overtime payments decided by laws and contracts. We do not employ workers below the minimum wage, and we provide social benefits determined in our company policy and written in the contracts.

#### WE DO NOT DISCRIMINATE.

We do not discriminate in recruitment and employment practices. All our employees will have equal access to recruitment, salary, benefits, promotion, training, job allocation or retirement. We do not discriminate on the basis of race, gender, gender identity, religion, nationality, marital status, ethnicity, caste, sexual orientation, disability, illness, pregnancy, age, language, social origin, immigration status, trade union affiliation or affinity for a trade union, including trade unions, political affiliation or belief, or dismissal or termination.

#### WE DETERMINE WORKING HOURS AND OVERTIME CONDITIONS ACCORDING TO THE LAW.

At Farplas, we do not require our employees to work more than 45 hours in a normal working week. All overtime work takes place on a voluntary basis. In addition to statutory leave and holidays, we provide our employees with at least 24 hours of uninterrupted rest in every seven-day period. Except for extraordinary circumstances, we do not work overtime for more than 270 hours per year, and we allow our employees to use the break time in accordance with national laws and regulations.

#### WE PREVENT MOBBING.

We do not take normal processes such as threatening, exposing our employees to insults and ridicule, unfairly denigrating their job performance, not being included in the practice areas related to their profession, exaggerating the assigned duties, giving more work than necessary, not being informed about meetings and social activities, being excluded, excluded and ignored, and we take the necessary precautions.

#### WE ACT EQUALLY IN RECRUITMENT PROCESSES.

We carry out recruitment processes in all our workplaces with the principle of equal opportunity. In recruitment, we employ people who can provide the qualifications of the job in terms of knowledge and skills, and who comply with our working principles and values.

#### WE PROTECT THE RIGHTS OF MINORITIES AND INDIGENOUS PEOPLES.

Our company is committed to recognizing and protecting the rights of minority groups and indigenous peoples in the regions where we operate. In this regard, we respect their cultural heritage, traditions, and ways of life. We engage in active dialogue and consultation processes to prevent violations of the social, economic, and environmental rights of indigenous peoples and minority communities.

#### WE TREAT FOREIGN AND MIGRANT WORKERS FAIRLY.

With the principle of Equality and Inclusion, we support immigrants to have equal access to equal jobs. Foreign and immigrant workers have the right to benefit from all opportunities with similar contract conditions as local workers when they are employed.

In cases of forced eviction, we implement policies that are in line with international human rights principles to ensure the protection of the rights of affected communities. We are committed to providing fair compensation, resettlement, and social support mechanisms throughout the eviction process.

CEO  
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