



HUMAN RIGHTS POLICY

RESPECT FOR HUMAN RIGHTS

Respect for human rights is a fundamental value of Çelikağ Engineering.

We work to operate in accordance with the United Nations Universal Declaration of Human Rights in our relations with our employees, suppliers, business partners and the society we operate in, and to encourage them to be sensitive about this issue. This Policy is guided by international human rights principles, including the International Bill of Rights, the International Labor Organization's (ILO) 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the United Nations Guiding Principles on Business and Human Rights, including the Universal Declaration of Human Rights

We take due care to identify and prevent human rights risks to people in our business and our environment as part of business risks. In the event that we identify negative human rights impacts arising from our commercial activities, we undertake to provide remediation in a fair and reasonable manner or to cooperate for remediation. If we are connected to or involved in these negative impacts due to our relationships with third parties, we work to ensure that this situation is remedied.

DISCRIMINATION

We do not tolerate discrimination.

We strive to be a workplace free of discrimination, harassment and disrespect based on race, gender, national origin, ethnicity, religion, age, disability, sexual orientation, gender identity, political views or any other status protected by applicable law.

Regardless of personal characteristics, position or status, we do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable to us, whether in the workplace or outside of the workplace, in a work-related situation.

DIVERSITY AND INCLUSION

We value the differences in the people we work with and strive to make them feel included. Çelikağ Engineering is also committed to equal opportunity and makes decisions on recruitment, placement, development, training, compensation and promotion based on the employee's qualifications, performance, skills and experience. Diversity in our workforce is essential to achieving our goals. Therefore, we strive to attract, develop and retain employees with different backgrounds and experiences.

FORCED LABOR AND HUMAN TRAFFICKING

We prohibit all practices of forced labor, including prison labor, bonded labor, military labor, modern forms of slavery and all forms of human trafficking.

WORKPLACE SECURITY

We are committed to providing a workplace free of violence, harassment and threats. We provide security services to employees when necessary and in a manner that respects the dignity, confidentiality and reputation of the employee.

COMMITMENT TO COMMUNITY AND STAKEHOLDERS

We recognize that we are part of the community where we conduct our business.

In doing our business, we establish a relationship with all our stakeholders, including vulnerable and disadvantaged groups, on human rights issues that are important to them, where their views are listened to and taken into account. We believe that local problems are best resolved at the local level.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Çelikağ Engineering respects the right of its employees to become members of a union and to enter into collective bargaining agreements without fear of reprisal. Çelikağ Engineering is committed to establishing a constructive dialogue with freely elected representatives of its employees who are represented by a legal union.

Organization is free within legal boundaries.

We respect the right of our employees to join, form or not to join a labor union without fear of reprisal or intimidation.

SAFE AND HEALTHY WORKPLACE

The safety and health of our employees is paramount.

Our policy is to provide a safe and healthy workplace and to comply with applicable occupational health and safety laws, regulations and internal requirements. We work to provide and maintain a healthy and productive workplace by identifying and resolving risks that may cause accidents, injuries and health problems.

WORKING HOURS, WAGES AND PERSONAL BENEFITS

We create our wage policy and personal benefits competitively in accordance with the sector, local labor market and the terms of applicable collective labor agreements. We conduct our operations in compliance with applicable laws on wages and working hours. We provide our employees with opportunities to develop their talents and potential and to advance

ENVIRONMENTAL RESPONSIBILITY AND WATER RESOURCES

We are aware of the potential impacts on human rights of our land and water use in our value chain and we address this issue with specific practices. In line with our Environmental Policy, we respect the human need for water resources and safe drinking water, and the protection of both ecosystems and communities through appropriate sanitation.

GUIDANCE AND REPORTING

We strive to create workplaces where open and honest communication among all employees is valued and respected.

CHILD AND YOUNG WORKER POLICY

Child labor is a violation of fundamental human rights and hinders the development of children, potentially causing lifelong physical or psychological damage.

The Child and Youth Labor No Employment Policy implemented in our company has been created in full compliance with the International

Labor Organization (ILO) and national laws and has been adopted by all of our employees.

Within the framework of our Child and Youth Labor Policy;

Employment of persons under the age of 18 is avoided in our company.

However, in exceptional cases and on the condition that it contributes to their professional development,

Article 71 of the Labor Law No. 4857 is followed. The Regulation on the Procedures and Principles for the Employment of Child and Young Workers shall be applied for jobs that are prohibited for child and young workers who are under the age of 18 and jobs that young workers who are over the age of 15 but under the age of 18 are allowed to work. Persons who are under the age of 15 shall not be employed under any circumstances.

Child and young workers shall not be employed in any rank or position that would be contrary to ILO standards and national laws.

Non-compliance with local and

international laws in the field of child labor, forced labor and employment of young people shall not only result in penalties and sanctions for the personnel, suppliers and/or the company acting against the law, but also damage the company's reputation. Any failure by any stakeholder to comply with the laws regulating child labor, forced labor and youth employment or the principles and standards defined in this policy may result in sanctions that may include

termination of employment or commercial contract. Such termination does not prevent the company from exercising its legal rights against the violating party.

All company directors are responsible for the implementation and coordination of the policy.