

EGEM 2025 Sustainability Report

«Make a Difference from Today for Tomorrow»

EGEM AMBALAJ A.S, Keçiliköy OSB, Ekrem Elginkan Caddesi No:3, 45030, 45030 Manisa /TÜRKİYE
Tel : +90 236 213 0424 (pbx) , Fax : + 90 236 213 0425 , E-mail : info@egemambalaj.com.tr



Dear Valued Customers, Employees, Suppliers, and All Stakeholders,

Since embarking on our journey in 2003 with the vision of “Making a Difference,” the EGEM team has always believed that environmental responsibility, sustainability, social value and operational excellence are inseparable. This principle continues to guide the way we operate, invest and collaborate with our stakeholders.

Throughout 2025, we strengthened our sustainability approach with a focus on climate action, resource efficiency, responsible sourcing and transparent environmental performance.

Renewable Energy: Our **3,708 rooftop solar panels** continued to generate green and renewable electricity throughout 2025, supporting our transition to cleaner energy and reducing dependency on grid-supplied electricity.

Energy & Environmental Management: We continued improving energy efficiency through **ISO 50001** and maintained our **GHG, Product Carbon and Water Footprint** processes. Our 2025 results were independently verified by **CERTEX**, with relevant certifications renewed in 2026.

Water & Circularity: We strengthened water efficiency, waste prevention, recycling and resource efficiency, considering the water-stressed **Gediz River Basin**.

Responsible Sourcing: We advanced **FSC®-certified sourcing, supplier traceability and EUDR due diligence** across our forest-based supply chain.

PPWR Readiness: We worked with **suppliers, customers and stakeholders** on PPWR readiness, reviewing product compliance and supporting technical documentation.

Biodiversity: Through Aegean Forest Foundation, we continued supporting tree-planting and ecosystem restoration activities.

Sustainability Collaboration: EGEM joined the Manisa Industrial Park Zone (which our factory located) **Sustainability Committee**, represented by two employees participating in bi-monthly sustainability meetings.

Transparency: We continued reporting our sustainability performance through **CDP and EcoVadis**.

Looking ahead, we remain focused on **reducing our environmental footprint, increasing resource efficiency, strengthening responsible sourcing and circularity, protecting biodiversity, and advancing PPWR and EUDR readiness** through continued collaboration across our value chain.

I extend my sincere gratitude to all our employees, customers, suppliers and business partners for their continued trust, contribution and collaboration. Together, we will continue to make a difference.

EGEM is determined to continue innovating, investing, and collaborating to achieve sustainability goals and to walk alongside all its customers as today, in the future, just as we have in the past.

I extend my sincere gratitude to all our employees, business partners, and customers for their ongoing trust and support throughout this process.

Sincerely , Niko Marniković

Who We Are & Our Journey

EGEM Established in June 2003 and operating since April 2004.
Total investments $\cong$ 110 million €.
30.000 m² total land & 21.000 m² closed



Total Number of Employees (person/year)	2023 (%27 Women)		2024 (%41 Women)		2025 (%29 Women)	
	Women	Men	Women	Men	Women	Men
	53	196	103	246	84	206



Local sales to Türkiye

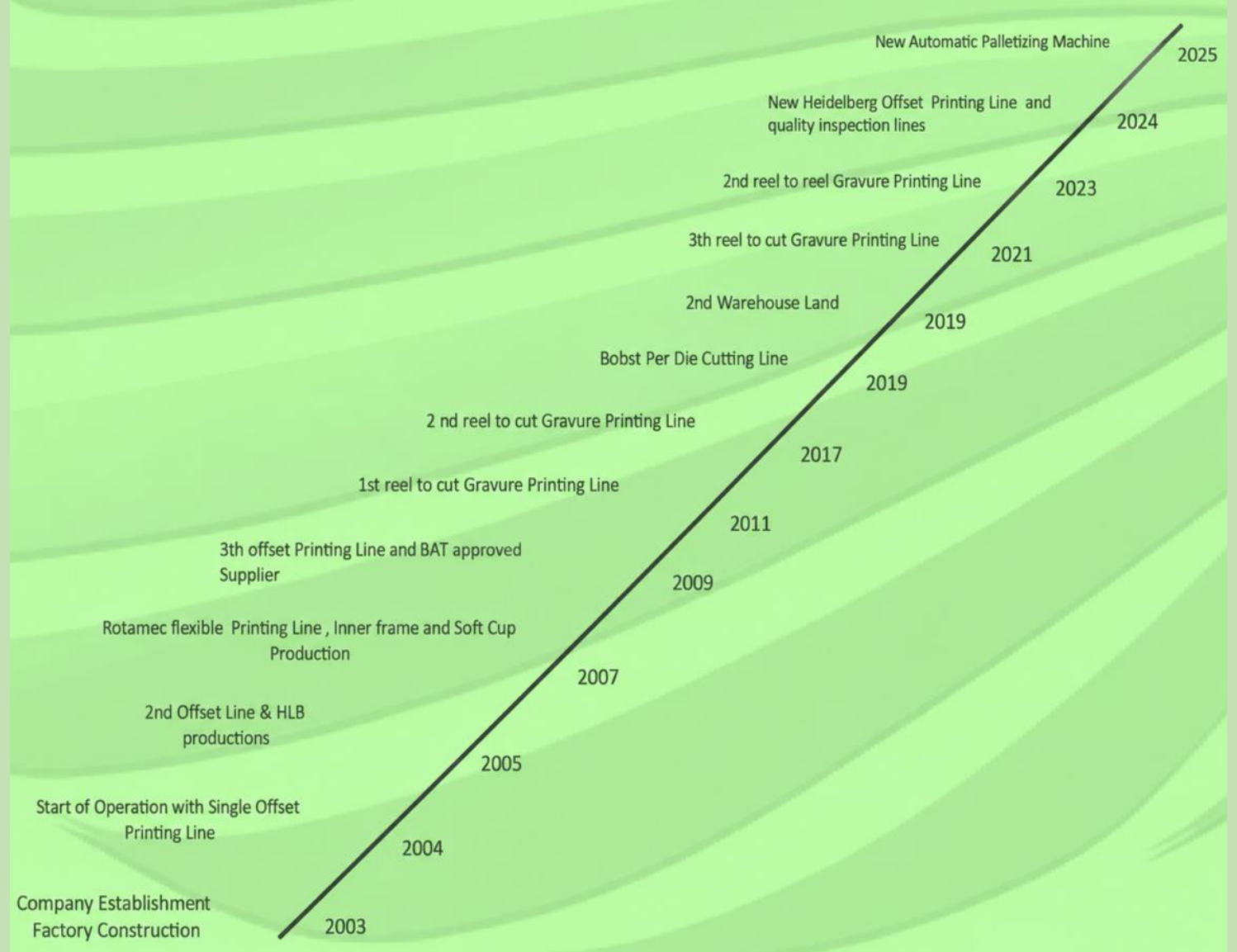


Export sales to 18 countries



Located in Manisa/Türkiye

	30 km to	Ink Suppliers
	40 km to	Izmir Int Airport
	40 km to	Izmir /Aliaga Port
	40 km to	Cylinder Engravers



Who We Are & Our Journey

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Product Variety



TOBACCO PACKAGING

HLB
Display Carton
Inner Frame
Soft Cup Labels
Inserts
Tube Boxes
Tobacco Pouch
Paper Inner Liner

%93



NON TOBACCO PACKAGING

Folding Boxes
Multipacks
Paper Labels

%2



FLEXIBLE PACKAGING

Wraparound Labels
Flexible Packaging
Single & Multilayer

%5

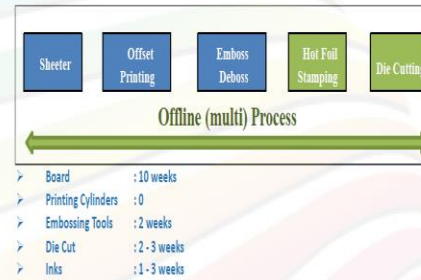
Production Lines



Printing :

- Offset Printing
- Rotogravure Printing (reel to cut)
- Rotogravure Printing (reel to reel)

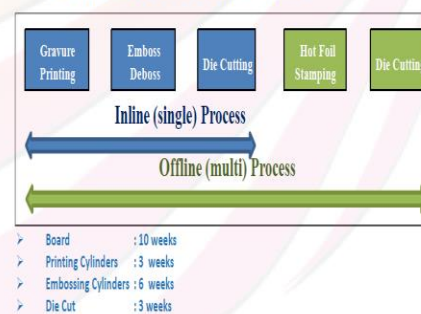
➤ Offset HL & DC Production Process



Finishing Units :

- Hot foil Stamping & Embossing
- Die Cutting
- Slitting
- Lamination (reel to reel)

➤ Gravure HL & DC Production Process



CERTIFICATIONS

- ISO 14064 – Greenhouse Gas Emissions Quantification and Reporting
- ISO 14067 – Product Carbon Footprint (PCF)
- ISO 14046 – Water Footprint Management
- ISO 50001 – Energy Management System
- FSC (Forest Stewardship Council) Certification
- Zero Waste Certification
- ISO 9001 – Quality Management System
- ISO 22000 – Food Safety Management System
- ISO 14001 – Environmental Management System
- ISO 45001 – Occupational Health and Safety Management System
- ISO 10002 – Customer Satisfaction and Complaint Handling
- ISO 27001 – Information Security Management System

EGEM continues to align its sustainability and climate actions with customer targets. Our environmental footprint journey began with internal reporting and has progressively evolved into independently verified accounting. In 2025, we continued and strengthened our Corporate GHG Inventory, Product Carbon Footprint and Water Footprint assessments. The 2025 calculations were independently verified by CERTEX Certification in 2026, covering corporate GHG emissions under ISO 14064-1, product-level carbon footprint under ISO 14067, and water footprint under ISO 14046. These verification processes strengthen the transparency, traceability and reliability of our environmental performance data and support continuous improvement and future sustainability targets.



- Sustainable growth in long term,



- Improve our products by using environment friendly raw materials through sustainable suppliers and producing these products with high tech machinery with less energy and less waste,



We will continue to work together for a more sustainable future. 🌍

Sustainability #Carbonfootprint #Ecofriendly
Greenfuture #Certificate #Awareness
EnvironmentalProtection #Training #EgemAmbalaj



- Being responsible for our employees ,their trainings and also for our business.



The 2025 GHG inventory was calculated using emission factors from the IPCC 2006 Guidelines, DEFRA 2026 and Türkiye’s national electricity emission factor published by the Ministry of Energy and Natural Resources. The inventory was independently verified by CERTEX Certification with Reasonable Assurance under ISO 14064-3:2019, Certificate No. CER-CO-26-011.

III. SCOPE OF VERIFICATION & CRITERIA		Verified Emission	Scope	Emission (tCO ₂ e)
Verification Declaration Date	20.08.2026		Scope 1	1222,78
Verification Declaration Revision No &; Revision Date	00 / -		Scope 2	2293,89
Verification Declaration No	CER-CO-26-0011		Scope 3	950,57
Verification Period	01.01.2025 - 31.12.2025		Total	4467,24
Verification Methodology	Standards: ISO/IEC 17029:2019- Conformity assessment — General principles and requirements for validation and verification bodies ISO 14064-1:2019- Greenhouse gases — Part 1: Specification with guidance, at the organization level, for quantification and reporting of greenhouse gas emissions and removals ISO 14064-3:2019 Greenhouse gases — Part 3: Specification with guidance for the verification and validation of greenhouse gas statements Methodology and data sources: IPCC 2006 Guidelines / Emission Factors DEFRA 2025 Emission Factors Turkey Electricity Emission Factors EGEM AMBALAJ SANAYİ VE TİCARET A.Ş. Corporate Greenhouse Gas Emission Inventory for 2025 Materiality approach: %5 relative significance thresholds; risk and data quality based assessment. Verification assurance level: Reasonable Assurance		Scope 1: 1.222,784 tCO ₂ e Scope 2: 2.293,885 tCO ₂ e Scope 3: 950,569 tCO ₂ e TOTAL: 4.467,238 tCO ₂ e	
		Verified Statement	EGEM AMBALAJ SANAYİ VE TİCARET A.Ş. Corporate Greenhouse Gas Emission Inventory for 2025	
		Reference Standard	ISO 14064-1:2019 Greenhouse Gases – Part 1: Guidelines and specifications for the calculation and reporting of greenhouse gas emissions and removals at the organizational level	
		Validation Standard	ISO/IEC 17029:2019 Conformity assessment - General principles and requirements for organizations performing validation and verification activities ISO 14064-3:2019 Greenhouse gases - Part 3: Greenhouse gas declarations Features and guidance for verification and validation	
		Types of Greenhouse Gases	Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O All gases were reported in CO ₂ equivalent (CO ₂ e) using IPCC AR5 Global Warming Potentials (GWP).	

EGEM's environment & sustainability policies are review with ref to our Materiality Assesment Results and Risk Oppurtunity Matrixes

Corporate

EGEM will drive positive environmental and social impact through the operations, business practices, talent development, and project execution. In order to follow our sustainability goals, we go on a very strict rules of our environmental footprint, create a safe workplace, and become talent destination

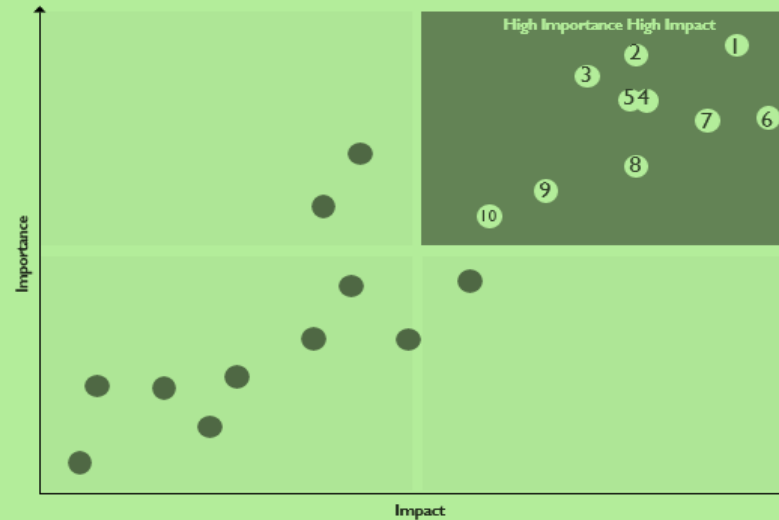
Client

EGEM is passionate about serving our customers. We will follow our clients targets to achieve their sustainability goals through our technology, investments , solutions, and business excellence

Community

EGEM knows that the ambitious goals for a sustainable world can be with the Support of collaboration with suppliers, customers,government entities, non-governmental organizations, and many providers.

Materiality Assessment Results



Top 10 High Impact High Importance

1. Waste Management & Reduction
2. Carbon Footprint (Mitigation, Adaption, Resilience)
3. Water Management & Conservation
4. Climate Change (Mitigation, Adaption, Resilience)
5. Health Safety & Security
6. Work/Life Balance
7. Conserving or Preserving Natural Resources (Water, Air, Land, Timber, and Mineral)
8. Sustainable Design & Construction
9. Talent Management and Learning & Development
10. Business Ethics and Compliance

Materiality Assessment Definitions

Importance: Level of each subject important for EGEM

Impact: Level to which EGEM can drive progress towards sustainability in each subject

RISK-OPPORTUNITY MANAGEMENT RISK-FİRSAT YÖNETİMİ			PREVENTIVE ACTIVITIES AND OBJECTIVES ÖNLEYİCİ FALİYET VE HEDEFLER							
NO	RELATED PROCESS İLGİLİ PROSES	ENVIRONMENTAL DIMENSION ÇEVRE BOYUTU	DEADLINE TERMİN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMİN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMİN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET	DEADLINE TERMİN TARİHİ	ACTIVITY TO TAKE UYGULANACAK FAALİYET
1	Production Process (Cardboard printing production) Üretim Prosesi (Karton baskı üretimi)	Cardboard reel edges Scraps formed at the beginning of production Karton bobin kenarları Üretim başlangıcında oluşan atıklar	Continually	It is disposed of by the Hamburger Waste Management Company. The aim will be to reduce losses. Hamburger Atık Yönetim Firması tarafından bertaraf edilmektedir. Fırelerin azaltımı hedeflenecektir.	Short Term (1-3 years)	Target of 5% reduction in production waste. Providing training to machine operators on "efficient nesting" and "machine adjustment" to reduce cardboard waste. Üretim fırelerinde 5% azaltma hedefi. Karton işrafını azaltmak için makine operatörlerine "verimli yerleştirme (nesting)" ve "makine ayarı" konularında eğitim verilecektir.	Medium Term (5-10 years)	Target of 7% reduction in production waste. Üretim fırelerinde 7% azaltma hedefi.	Long Term (10+ years)	Target of 10% reduction in production waste. Üretim fırelerinde 10% azaltma hedefi.
2	Production Process (Cardboard printing production) Üretim Prosesi (Karton baskı üretimi)	Printing line, cutting line Cardboard packaging production waste Baskı hattı, kesim hattı Karton ambalaj üretim fıreleri	Continually	It is disposed of by the Hamburger Waste Management Company. The aim will be to reduce losses. As a waste reduction target, we requested our own bobbin suppliers to reduce the cardboard bobbin bottom waste in the bobbin we use in production. With the amount of bobbin bottom reduction, our waste will be reduced. Hamburger Atık Yönetim Firması tarafından bertaraf edilmektedir. Fırelerin azaltımı hedeflenecektir. Atık azaltma hedefi olarak üretimde kullandığımız bobbinlerde karton bobin dibi atık azaltma için kendi bobbin tedarikçilerimizden talep ettik. Bobin dibi azaltma miktarı ile bu sayede atıklarımız azalacaktır.	Short Term (1-3 years)	Target of 5% reduction in production waste. Üretim fırelerinde 5% azaltma hedefi.	Medium Term (5-10 years)	Üretim fırelerinde 7% azaltma hedefi.	Long Term (10+ years)	Target of 10% reduction in production waste. Üretim fırelerinde 10% azaltma hedefi.

ecovadis



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Flue Gas Analysis: Optimizing the fuel-air ratio increases efficiency and prevents losses.

Insulation: Heat loss in pipes and equipment is prevented with insulation.

Heat Recovery: Waste heat is utilized in processes, resulting in savings.

Automation: Systems that operate according to ambient conditions achieve savings of 10%-15%.

Steam Trap Control: Losses are prevented by replacing defective components in steam lines.

Combustion Automation: Automatic air-gas control in burners increases efficiency.

Heat Exchanger: Hot waste fluid is used to heat feedwater, reducing gas consumption.

Nighttime Setpoint: Lowering the temperature during non-production hours reduces consumption.

Load Optimization: Operating a smaller boiler during low demand increases efficiency.

Economizer: Hot gas from the flue is used to heat feedwater.

Solar Energy: 3,708 rooftop solar panels generated approximately 2,374 MWh of renewable electricity in 2025, reducing grid electricity consumption.

WE Value Our People / Talent Improvement Projects

Every EGEM employee has special training program on her/his own : cared & trained talior made

- EGEM training program is specialized per employee (exluding legal trainings) as needs are different by analyzing the knowledge , checking it before after by data
- We value our people one by one and follow them by competence evaluation matrixes in order to see their improvement for better.

İK.B.212-0

CONTINGENCY COMPETENCE EVALUATION MATRIX



Rev Date : 27.03.2019

Last review Date: 12.11.2025

Symbol Meanings



Can't do



Have basic knowledge on the subject



Can do with help



Can do alone



Can educate others



Unexpected



Expert - "Sensei of Sensei"

Name / Competence

Folding machine. Product control

Window machine. Product control

Cutting machine. Product control

Foil gliding product control

Offset printing product control

Flexible packaging product control

Laminated product control

Lemania printing machine. product control

Cylinder and proof print product control

Gas chromatography instrument use and validation

Delta E and density measurement on printed sample

Flexible packaging glue quantity measurement

Flexible packaging lamination force measurement

Flexible packaging heat seal strength measurement

Gloss measurement on printed products

Measurement of crushing resistance

Preparation of BAT product analysis certificate

Preparation of rotogravure analysis certificate

Preparation of offset analysis certificate

Use of heat seal tester

Preparation of final quality control form

Preparing pre-press quality control form

Preparing paper cardboard input quality control form

Preparing film input quality control form

Use of customer complaint tracking form

Use of production nonconformity correction and corrective action

Use of notification and activity form

Printed material defect classification catalogue

Device verification on instructions

Light booth usage instructions

Spe eye instr ns f use

ÖZGE ÖZCEYLAN













































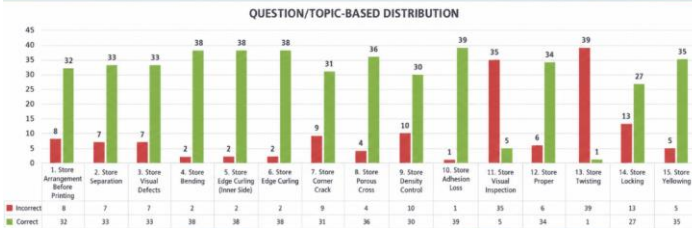








ASSESSMENT EXAM RESULTS – QUESTION/TOPIC-BASED DISTRIBUTION



QUESTIONS WITH THE HIGHEST NUMBER OF INCORRECT ANSWERS:

- Top 1: Question 13 – Store Twisting (3 incorrect, 1 partially correct)
- Top 2: Question 11 – Visual Inspection (15 partially correct, 5 correct)
- Top 3: Question 14 – Store Locking (13 incorrect, 27 correct)

Top 1: Question 13 – Store Twisting (correct answer given by: Yusuf Şahin)

Top 2: Question 11 – Visual Inspection (correct answer given by: Yusuf Şahin)

Successful Employees: Özlem, Nurgül Can, Buket Arslan, Merve Bozkurt, Yusuf Şahin

QUALITY EXAM RESULTS: TECHNICAL LEVEL



QUALITY EXAM RESULTS: TRAINING PLAN FOR TOPICS WHERE EMPLOYEES ARE INSUFFICIENT



2025 Quality Level Assessment Exam		
Quality Personnel	Planned Training(s)	Training Date
Özge Özceylan	Listening Training	17.11.2025
Ali Akbaş	Gloss Training	17.11.2025
Halil Yalçın	Gloss Training	17.11.2025
Halim Kaya	Shortcomings	17.11.2025
Nazlı Güldimen	Listening Training	17.11.2025
Mehmet Sabri Aydın	Spectro Training	17.11.2025
Hüseyin Avni Koluçak	Shortcomings	15.11.2025
Ahmet Demir	Error Definitions	15.11.2025
Yeliz Yılmaz	Test and Gloss Training	17.11.2025
Gökşu Hanal	Register Training	15.11.2025
Auman Angay Ayvazoğlu	Gloss Training	15.11.2025
Şerife Akdeniz	Color and Spectro Training	15.11.2025
Hanife Yağiz	Crease Formats	15.11.2025
Melisa Kavak	Register and Shortcomings	15.11.2025
Elif Koluçak	Error Definitions and Spectro Training	15.11.2025
Melek Yağmur Doğan	Training to be Repeated	17.11.2025
Zeynep Koni	Training to be Repeated	17.11.2025
İlhan Uluğ	Training to be Repeated	17.11.2025
Beste Karabulut	Training to be Repeated	17.11.2025

PLT-005-3

ENVIRONMENTAL POLICY



EGEM AMBALAJ considers minimizing the environmental impacts of its manufacturing activities, ensuring the efficient use of natural resources, and integrating sustainability into all business processes as fundamental responsibilities. We are committed to taking decisive action to protect the environment, address climate change, promote the circular economy, manage waste responsibly, and protect biodiversity.

The following principles constitute the key components of our Environmental Policy:

Legal Compliance and Continual Improvement

- Full compliance with national and international environmental legislation, regulations, and mandatory standards is ensured.
- The ISO 14001 Environmental Management System and ISO 14064 Greenhouse Gas Emissions Management Standard are effectively implemented, systematically monitored, and continually improved.
- Environmental risks are assessed, and preventive and corrective actions are proactively implemented.

Climate Change Mitigation and Carbon Management

- Our corporate carbon and water footprints are calculated and monitored annually in accordance with ISO 14064, ISO 14067, and ISO 14046 standards.
- Actions are implemented to reduce greenhouse gas emissions through energy efficiency, renewable energy use, and low-carbon production practices.
- Our activities are conducted with consideration of alignment with the objectives of the Paris Agreement.

Management of Environmental Dependencies, Impacts, Risks and Opportunities

- Our environmental dependencies, impacts, risks, and opportunities are regularly assessed, and material findings are integrated into strategic decision-making, risk management, and sustainability objectives.

Circular Economy and Waste Management

- Sustainable, recyclable, and reusable materials are prioritized in raw material consumption.
- Waste generated during production is first reduced at source and subsequently segregated and recovered wherever feasible.
- Our paperboard raw materials are sourced from global multinational suppliers and are compliant with the EU Deforestation Regulation (EUDR).
- Environmental dependencies, climate- and nature-related risks, geographic exposure, traceability, and regulatory compliance are assessed when sourcing critical raw materials.
- Paper and paperboard raw materials are sourced only from customer-approved suppliers that meet EUDR requirements; FSC Chain of Custody and responsible sourcing practices are supported.

EGEM is donating the money it would have spent on printed year-end cards to

EOV (Ege Orman Vakfı/Aegean Forest Foundation) for planting a tree per card that forests can live & **TEGV (Türk Eğitim Gonulluleri Vakfı)** for scholarship of university students .
Türk Eğitim Gonulluleri Vakfı & Ege Orman Vakfı organizations both work on helping nature & people in TURKIYE for a better future.

%40 of our
energy from
our roof
Renewables



0.312 hectares
of tree
sampling in
Menemen
Bozdoğan



EGEM AMBALAJ SAN. VE TİC. A.Ş.

Congratulations on your contribution to
environmental sustainability!

Within the scope of the "Don't Waste, Donate" Project carried out in cooperation with TUBİSAD, you contributed to education of children by donating your electronic waste to TEGV in 2026.

Thank you on behalf of our children who look to the future with hope



Happy New Year

For new beginnings
that will start growing together with your hopes, in
At Balıkesir - Susurluk

1

sapling (s) will be planted in your honor.
Wishing you a new year filled with peace and happiness.



"Next Generations Shouldn't Say There Are No Forests"

www.egoorman.org.tr • 0 232 464 51 60

ETHICAL VALUES REGULATION



1. PURPOSE

The purpose of this regulation is to explain in detail the ethical values and policies that EGEM AMBALAJ SAN. VE TİC. A.Ş. employees must comply with.

2. SCOPE

This applies to all employees of EGEM AMBALAJ SAN. VE TİC. A.Ş.

3. RESPONSIBLE PARTIES

All employees of EGEM AMBALAJ SAN. VE TİC. A.Ş.

4. BUSINESS ETHICS RULES

4.1. Integrity

Honesty and integrity are our foremost values in all our business processes and relationships. We act with honesty and integrity in our relations with employees and all stakeholders.

4.2. Confidentiality

Confidential and private information includes data that may create a competitive disadvantage for Egem Ambalaj, trade secrets, personnel personal rights information, and information covered under "confidentiality agreements" made with third parties. Personal data processing is conducted in accordance with ethical principles, the Personal Data Protection Law (KVKK), and international standards. Respect for employees' privacy is essential in data collection, processing, and storage processes.

4.3. Conflict of Interest

As Egem Ambalaj employees, we aim to avoid conflicts of interest. We do not seek personal benefit through our current duties, either personally, through our family, or close relations from individuals or organizations we do business with. We do not engage in any financial activities outside Egem Ambalaj that might create a conflict. We avoid using Egem Ambalaj's name and power for personal gain.

4.4. Our Responsibilities

In addition to our legal responsibilities, we diligently fulfill the following responsibilities towards our customers, employees, suppliers and business partners, competitors, society, humanity, and on behalf of Egem Ambalaj:

- Legal Responsibilities
- Responsibilities to Our Customers
- Responsibilities to Our Employees
- Responsibilities to Our Suppliers/Business Partners
- Responsibilities to Society and Humanity
- Environmental Responsibilities
- We aim to reduce environmental impacts during our activities, use natural resources efficiently, and minimize our carbon footprint.

OCCUPATIONAL HEALTH AND SAFETY POLICY



As EGEM PACKAGING, we consider the health and safety of our employees as our top priority. In the field of Occupational Health and Safety (OHS), we commit to establishing a system fully compliant with national legislation and internationally recognized standards (such as ISO 45001, CDP, EcoVadis), thereby ensuring a sustainable and responsible working environment.

Within this scope:

- OHS services are now carried out directly by our professional OHS Specialist employed within our company. With this structure, a more responsive, on-site, and effective OHS management system has been established.
- Workplace environments and working conditions are regularly reviewed in line with proactive risk analyses, with the aim of eliminating hazards at their source in all activities.
- Our buildings and all facility infrastructure are designed in accordance with safety and ergonomic criteria. Electrical installations, boilers, compressors, and all special work equipment are periodically inspected in compliance with relevant legal regulations and recorded accordingly.
- Walkways and forklift routes are clearly marked, and all personnel have been informed that these areas must not be obstructed by materials.
- Occupational health, occupational safety, environmental awareness, and emergency trainings are regularly provided to all employees in accordance with the annual training plan. All trainings are recorded and evaluated with a continuous improvement approach.
- Health reports are mandatory for all newly hired employees, and OHS and fire safety information is provided as part of the orientation training.
- Regular health screenings of our employees are conducted by the Workplace Physician at defined intervals, and the results are evaluated in accordance with confidentiality principles.
- Upon entry, visitors are provided with a **Visitor Information Booklet** containing OHS rules, and safe behavior within the factory premises is encouraged.
- Chemical materials are used in a controlled manner only by authorized personnel. All chemicals are stored in closed, labeled containers in the Chemical Storage Area. Turkish MSDS (Material Safety Data Sheets) are accessible in production areas.
- Comprehensive Emergency Action Plans are prepared for potential emergencies such as fires, chemical spills, and occupational accidents. Employees are regularly informed, and at least one emergency drill is conducted annually. Fire extinguishers and other emergency equipment are subject to periodic inspections.
- Based on workplace measurements and health risk assessments, appropriate Personal Protective Equipment (PPE) has been determined and fully provided to employees. PPE usage trainings are delivered by specialists.
- Hygiene conditions in the workplace are regularly inspected, and social areas such as cafeterias and smoking areas are managed in accordance with hygiene standards.

SOCIAL RESPONSIBILITY POLICY



As EGEM AMBALAJ Sanayi ve Ticaret A.Ş., we consider it our fundamental principle to conduct our activities with respect for human rights, consider environmental impacts, protect employee rights, and be based on ethical values. We are committed to acting in accordance with the following internationally recognized references:

- United Nations Universal Declaration of Human Rights
- International Labour Organization (ILO) Fundamental Business Principles and Rights
- United Nations Global Compact (UNGC)
- OECD Guidelines for Multinational Enterprises
- International Human Rights Conventions
- The Constitution of the Republic of Turkey and all relevant national legislation

1. Respect for Human Rights and Equality

- All employees are not discriminated against on the basis of race, color, gender, language, religion, belief, political opinion, social origin, age, disability, marital status, or any other similar grounds.
- Recruitment, compensation, career development, promotion, task allocation, and dismissal decisions are based solely on merit, competence, and performance.
- Gender equality is upheld, and women's participation in the workforce is supported.

2. Freedom of Association and the Right to Collective Bargaining

- All employees have the right to join or not to join unions.
- The right to collective bargaining is recognized; there is no discrimination against union activities.
- Any pressure, threats, or retaliation for exercising these rights is unacceptable.

3. Prohibition of Forced and Compulsory Labor

- No employee is allowed to work against their will.
- Our company does not employ practices such as human trafficking, slavery, or debt bondage.
- We are strictly against the use of illegal labor, such as prison labor and military conscription.

4. Prevention of Child Labor

- The employment of individuals under the age of 18 is strictly prohibited in our company.
- Our suppliers and subcontractors are expected to adhere to the same standards.
- When child labor is encountered, a humanitarian and educationally focused referral system is implemented.

5. Working Conditions and Wage Policy

- Wages are paid in full compliance with the law, not below the minimum wage.
- Overtime is voluntary and paid.
- Employees are provided with professional development opportunities.
- Every employee is supported in training, promotion, and career development.

6. Occupational Health and Safety (OHS)

- The ISO 45001 Occupational Health and Safety Management System is implemented, and periodic risk analyses are conducted.
- Regular health screenings, training, and field inspections are conducted under the supervision of an occupational physician and an OHS specialist in cooperation with OSGB.
- Protective measures are taken to prevent occupational diseases and accidents.

We ensure our path with our ongoing certifications



For any details of this Report ; Our Contact Info



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