

## NETAŞ HUMAN RIGHTS POLICY

### 1. OBJECTIVES

This policy highlights the importance that Netaş and its subsidiaries (hereinafter referred to as “NETAS”) attach to Human Rights.

### 2. SCOPE

It includes the employees and managers of all Netaş and its subsidiaries (hereinafter referred to as “Netaş Employees”) and to guide Netaş and its subsidiaries on approaches and standards.

Netaş accepts and undertakes to comply with the International Human Rights regulations, provided that it does not conflict with the national legislation and national legislation, and to act in an appropriate and sustainable manner against the processes of the Capital Markets Authority as well as its responsibilities towards the institutions of which it is a stakeholder.

### 3. DEFINITION

These are the fundamental rights and freedoms that all people have just by being human. Human Rights are rights that can be enjoyed by all people, regardless of race, nationality, ethnic origin, religion, language and gender. Everyone is equal in exercising these rights.

### 4. RESPONSIBILITIES

All Netaş employees and managers are also responsible for acting in accordance with this policy. Netaş stakeholders and business partners are also responsible for acting in accordance with this policy. We support and respect human rights consistent with the United Nations Universal Declaration of Human Rights and actively seek to ensure we are not complicit in human rights abuses committed by others. We also support a number of international commitments listed in 4.9 of this document and are dedicated to complying with these.

**4.1 Recruitment, promotion/assignment processes:** There is no discrimination on issues such as ethnic identity, disability, age, philosophical belief, language, biological gender, social gender, sexual orientation, gender identity, gender expression, marital status, health status, religion and sectarian. This action is taken within the scope of Article 5 of the Labor Law No. 4857 and an egalitarian approach is maintained.

**4.2 Child employment:** We act in accordance with the regulations within the scope of ILO conventions to which our country is a party, the Universal Declaration of Human Rights and Article 71 of the Labor Law No. 4857.

While ensuring the following-up of the published Universal Declarations, Netaş has always acted in the consideration of the law since its foundation, and has always been against the issue of child labor, as can be understood from its "focus on people".

**4.3 Working Conditions:** The management of working hours is secured within the legal periods determined in the Labor Law.

Determined schedules in wage and fringe benefits practices are complied with, payments are made in accordance with laws and regulations and legal notifications are made.

**4.4 Personal Data:** Netaş closely monitors and implements the data privacy legislation in the countries in which it operates, and expects all its employees to accord with the relevant laws.

**4.5 Harrasment and Violence:** Behaviors and threats towards violence, bullying, psychological, verbal and physical harassment are never tolerated, and the necessary processes are carried out immediately within the framework of the relevant legislation.

**4.6 Cumulative Agreement and Union Organizing:** Netaş respects the union rights and freedoms of all its employees, especially Article 51 of the Constitution of the Republic of Turkey.

**4.7 Ethics:** Netaş works in accordance with company policies and processes, ethical and moral values in both internal and external business processes. In addition to its main regulations such as Netaş Code of Business Ethics, Supply Chain Management Ethics and Compliance Principles and Rules, and Anti-Bribery and Anti-Corruption Rules, Netaş supports all of its employees and third parties with which it cooperates to work in compliance with the principles of honesty, national and international laws and regulations.

**4.8 Enviroment and Health:** It is our first priority to provide a healthy and safe work environment for our employees. In addition to stand on to all relevant legislation and creating a safe environment, we work to eliminate risks with trainings, protective equipment supplies, inspections, emergency preparedness scenarios.

It is act in accordance with all local, national and international laws, regulations and legislation on the Environment. In addition to legal compliance, we follow our processes established to provide the necessary trainings for the formation of environmental awareness, to take measures to protect the environment, to prevent pollution, to ensure the recycling and disposal of wastes, to protect resources, and to monitor compliance.

**4.9 Institutions We Support/Signatory:** We undertake towards to being an advocate for diversity and inclusion through international and local platforms and initiatives.

- “HeforShe” Platform launched by United Nations Women (UN Women) – Supporter
- United Nations private sector initiative “Women's Empowerment Principles” – Signatory <https://www.weps.org/companies>
- Impact2030 – Member of Impact Council
- Sales Network Union “Women in Sales Programme”: Programme Partner <https://salesnetwork.net/projeler/women-in-sales-network>
- Association of Women in Technology (Wtech): Member



<https://www.teknolojidekadin.org/kurumsal-uyelerimiz>

- United Nations Development Program (UNGC) – Signatory

<https://www.unglobalcompact.org/what-is-gc/participants/138297-Neta->

#### **Additional Documents:**

111 IY 002- Netaş Diversity and Inclusion Commitment

111 IY 002- Annex 15 Code of Business Ethics

111 IY 002- Annex 16 Anti-Bribery and Anti-Corruption Policy

533 IY 003- Supplier Ethical Principles / <https://netas.com.tr/yatirimci-iliskileri/surdurulebilirlik/>

#### **OUR APPLICATION CHANNELS**

- For Violations of export control laws (EAR, etc.),
- For Bribery and corruption issues,
- For Conflict of interest,
- For Improper payment (gift, entertainment, donation, facilitating payment, etc.)
- For notifications within the scope of process, instruction and/or policy violations;

Web-based notification channel: it can be transmitted via <https://netas.com.tr/netas-ihbar-hatti/> or the following office address by mail.

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