

Policy of No Employment of Child and Young Workers

1. Purpose

As prepared in our Enterprise based on article 71 of the Labor Code numbered 4857 of the Turkish Penal Code: "REGULATION ON THE WORKING PROCEDURES AND PRINCIPLES OF CHILDREN AND YOUNG WORKERS" which covers "the principles of minor works and working conditions in which the children who is at the age of 14 and who has not completed primary school, works in which the young employees at the age of 15 but smaller than the age of 18 are allowed to work as well as the works prohibited for children and young employees " is implemented.

2. Coordination and Management

All company managers are responsible for the coordination of the policy. These managers are responsible for managing business processes in administrative and commercial functions in which they have problems in accordance with the policy.

3 - Implementation

The way of employment for children and / or young workers are as follows:

- The material and moral rights of children and / or young workers will be fully protected and supported.
- Young workers will not be employed and it will be ensured that young workers are directed to the jobs they can work within the scope of the "REGULATION ON HANDLING PROCEDURES AND PRINCIPLES OF CHILDREN AND YOUNG WORKERS".
- Child labor will not be employed at any level of the facility.
- Company undertakes to ensure that the employee is financially supported and attend to school until the age he/ she will not be deemed as a child.

4. Penalties and Sanctions

Non-compliance with local and international laws in the field of child labor, forced labor and youth employment will damage the reputation of the company, as well as causing the personnel, suppliers and / or the company who act against the law to face penalties and sanctions. Failure of any employee or supplier to comply with the laws governing child labor, forced labor and youth employment, or the principles and standards defined by this policy may result in sanctions that may result in the termination of employment or the termination of the commercial contract. This termination does not prevent the company from exercising its legal rights against the violating party.

PLT10 Y.T 13.02.2020-Rev.0