

This policy outlines Şişecam's approach to human rights and the company's commitment to related obligations. Şişecam complies with all applicable legal requirements and respects the rights and dignity of people in all its activities.

As an organization aware of its responsibilities to the environment, Şişecam believes in the necessity of leaving a livable world to future generations. This belief is one of the basic elements of strategic management at Şişecam.

The work environment is continuously improved to make it safe and inclusive for employees, and to support diversity. Compliance with applicable labor and employment laws and regulations is undertaken at all operating locations. Employees can benefit from flexible working conditions where the nature of the job allows. Competitive compensation and benefits strategies are implemented to reward consistent high performance and to be compatible with market conditions.

Discrimination is not tolerated. Job requirements are essential at all levels of the organization, regardless of language, religion, creed, race, nationality, gender, sexual orientation, social or personal status, health status, marital status, personal belief, attire, disability, age of current and prospective employees, or other characteristics protected by local legislation. Equal opportunities are offered in recruitment, career management, training, and personal development.

Employees are supported in family care and re-employment (post maternity leave, etc.). Necessary actions are taken to provide public support for gender equality. Progress on gender equality is measured and results are disclosed.

The primary assessment criterion in appointment, promotion, or recruitment is the professional and managerial competence of the person to perform the job effectively. The impact of other non-business factors is not taken into account when selecting prospective employees.

Employees are encouraged for training and necessary actions are taken to develop their talents and skills. Opportunities are offered for employees to develop their talents and potential.

All employees are respected to exercise their legal rights related to freedom of association and collective bargaining. Constructive relations are maintained with trade unions or other representatives. Collective bargaining and organization standards of the International Labor Organization (ILO) are complied with in full.

The employee profile is created in accordance with age limits specified in the Labor Law and related legislation. Child labor is not allowed. As part of the stance against modern slavery, suppliers and business partners are also expected to respect workers' rights.

Violations of human rights, such as forced or compulsory labor, are not accepted at the company or its business partners.

International Labor Organization (ILO) standards on the elimination of discrimination, child labor, and forced labor are complied with in full. Our employees respect fundamental human rights.

Physical, sexual and psychological harassment and violent behavior or threats are never tolerated. All measures are taken to protect the personal rights of our employees. In case of improper attitudes and behaviors, relevant disciplinary sanctions are imposed, regardless of the position or identity of the violating or affected persons within Şişecam Group. Such attitudes or behaviors are not tolerated under any circumstances.

Employees are supported to ensure that they are healthy, safe and well-off. For employees who are exposed to domestic violence, communication channels are kept open to enable them to seek support. Psychological support is provided through the Employee Support Program.

All employees – permanent, fixed-term, or temporary – and managers of Şişecam Group are responsible for complying with this Policy and implementing and supporting the relevant procedures and controls in line with Policy requirements. Şişecam expects all business partners – distributors, business partners, service providers, contractors, consultants, vendors, agents, and the like – to comply with this Policy. Şişecam takes all necessary steps to ensure compliance. Necessary actions are taken to collaborate with customers and ensure customer participation.

The Board of Directors is responsible at the highest level for overseeing implementation of the Policy.

Those who suspect that this Policy or Şişecam Group Code of Conduct have been violated can report the alleged violation to their immediate managers or notify the Şişecam Ethics Hotline at <https://ethicshotline.sisecam.com>.

If an employee or any third party that is expected to comply with this Policy violates the Policy, the violation will result in substantial disciplinary penalties, including dismissal for employees, or termination of the relevant contract for third parties.

