

As Polinas, in line with our "people-centric" management approach, we accept it as a fundamental business principle to create and maintain a fair, safe, and healthy working environment that respects human rights in all areas of our operations.

Within this framework, by adopting the principles of the international **SA 8000 Social Responsibility Standard**, we commit to the following:

Prevention of Child Labour: To not employ anyone below the legal minimum working age, to stand against all forms of child labour, and to ensure this principle is also applied throughout our supply chain.

Prevention of Forced and Involuntary Labour: To not accept any form of forced, bonded, or involuntary labour and to guarantee the freedom of all our employees to leave their employment upon reasonable notice.

Ensuring Occupational Health and Safety: To accept it as our foremost responsibility to provide a safe and healthy working environment for all our employees, to take all necessary measures with a proactive approach to eliminate potential risks, and to provide continuous training on this subject.

Respect for Freedom of Association and the Right to Collective Bargaining: To fully respect the rights of our employees to form and join unions and to engage in collective bargaining in accordance with the law, without fear of retaliation.

Prevention of Discrimination: To not discriminate based on factors such as race, colour, gender, religion, political opinion, origin, disability, or age in hiring, compensation, promotion, and all other employment practices, and to be guided by the principle of equal opportunity.

Prevention of Harsh Disciplinary Practices, Maltreatment, and Harassment: To treat all our employees with respect and dignity; to show zero tolerance for degrading disciplinary practices such as maltreatment, verbal, physical, or psychological harassment, coercion, and corporal punishment.

Regulation of Working Hours: To fully comply with current laws and regulations in determining working hours, to ensure that overtime is based on a voluntary basis, and to protect our employees' right to rest.

Fair Remuneration and Payments: To aim to pay our employees a fair wage, at a level no less than the legal minimum wage, sufficient to meet their basic needs, and to make all salary and social benefit payments on time and in full.

Supply Chain and Business Partner Relations: To encourage all our suppliers, other business partners, and subcontractors from whom we procure goods and services to adopt the social responsibility principles stated in this policy, and to assume a supervisory role in this regard.

Management System: To operate a transparent management system to effectively implement, sustain, and continuously improve all the principles of this policy.

Faik Önalđı

CEO