

SUB-CONTRACTOR CORPORATE RESPONSIBILITY

SUB-CONTRACTOR CORPORATE RESPONSIBILITY AND ETHICAL COMMITMENT

1. HUMAN RIGHTS

2. WORKING CONDITIONS

2.A PREVENTION OF CHILD EMPLOYMENT

Businesses must comply with the age limit stipulated by the ILO practices for the employment of children. In this context, child labor is not accepted at any point of our sub-contractors' production.

2.B WAGES, SOCIAL SERVICES AND OFFICE HOURS

Wages and social services should be determined in accordance with the basic principles of minimum wage, overtime, social services mandated by law and employment contracts of individuals. Working hours must comply with applicable laws. Overtime should only be done when the employee volunteers, and the employee should be entitled to vacation in accordance with the law and workplace practice.

2.C RIGHT TO WORK FREELY

Forced or compulsory labor is prohibited. Employees should have the right to terminate the employment contract under applicable law.

2.D FREEDOM OF ASSEMBLY AND LABOR UNION

All employees should be able to frequently discuss working conditions with business management without fear of negative consequences of any kind. They should have the right to join a union, to appoint a representative or to be elected as a representative by joining between them.

2.E HEALTH AND SAFETY

The institution, within the framework of the law, ensures the safety and health of its employees in the workplace and constantly tries to improve the work environment.

3. PROFESSIONAL ETHICS

3.A FIGHTING AGAINST CORRUPTION

The highest level of integrity is expected of our sub-contractors in all their business activities and relationships. All forms of corruption, bribery, blackmail and abuse are strictly prohibited.

3.B PROHIBITION OF DISCRIMINATION

Our sub-contractors are expected to oppose discrimination of any kind, including putting people at a disadvantage because of their gender, race, ethnic group, color, disability, union, political opinion, origin, religion, age, pregnancy, among employees.

3.C CONFLICT OF INTEREST

Our sub-contractors are expected to protect all kinds of confidential and proprietary information that may create a competitive disadvantage, in accordance with the "Principle of Confidentiality". Our suppliers compete on legal and ethical grounds and within the framework of mutual respect and avoid violations of Competition Law.

4. ENVIRONMENT

Our sub-contractors are expected to manage the effects that may arise from all kinds of activities responsibly. It is expected that they aim at continuous development with an effective environmental management system by providing the necessary technical, financial and human resources to achieve their environmental principles and goals at every stage of their raw material selection, production and service activities.

5. OCCUPATIONAL SAFETY

Occupational safety and occupational health are primary, and the target of "0 Occupational Accidents" and "0 Occupational Diseases" should be achieved by providing appropriate working conditions and continuously improving working conditions.

6. RESPONSIBILITY AND APPLICATION

The requirements stated above are PHI sub-contractors selection criteria, and all our business partners are expected to fully comply with these requirements.