



SOCIAL COMPLIANCE POLICY

Social compliance policy includes standards which are based on basic principles and our values, created as executing the form of teamwork by all our business partners. Our goal is to provide social compliance policy to become the corporate culture in Kartal Halı Tekstil San. and Tic. A.S. Therefore social compliance standards have been created and are being implemented. This commit to give standards of its employees within the framework of this Policy, All claims arising from the law, to comply with the rules of occupational health and safety, to be sensitive to the environment, to create open and honest communication between employees, a workplace that respect and value saw, in addition to creating products and services with social compliance standards. Social compliance policy are announced to all employees by training suppliers are informed, and our suppliers are evaluated according to these criteria.

Under this policy no retaliation or an act of retribution are not applied against employees who voiced their concerns and complaints or concerns and to voice concerns and anxiety that is created for suggestions, requests and complaints boxes are used. Employees can be thrown any comments, requests, complaints and suggestions in the boxes , and these are opened by human resources, clear areas for improvement are carried out required improvement, corrective and preventive actions.

Social compliance policy includes the following components:

- . Forced Labor (Volunteer Work)
- . Child Labour (Underage Employees)
- . Discrimination (Egalitarian Approach).
- . Hours and wages (Wage / Salary)
- . Health and safety
- . Community and Commitment with stakeholders
- . Foreign National Employees
- . Human Trafficking
- . Rest days and holidays
- . Recruitment and employment
- . Labor Contracts
- . Discipline Worker

1.Labor (Volunteer Work)

Our Office prohibit forced labour, prison labour, apprenticeship agreement, to pay off the loan, labor, military labor or slave labor and human trafficking including all forms

2.Child Labour (Underage Employees)

Our office based on to minimum age provisions of applicable law and regulations.

Our office prohibits persons under the age of 18 working in a position that requires working in danger.

Our workplaces ban on child labor is suitable employment law, occupational health and Safety Act and other legislation and International Labour Organization standards.



3. Discrimination (Egalitarian Approach)

Our business returns an integer value to all of our employees and they provide contributions. It have a deep-rooted commitment about ensuring equality of opportunity against discrimination stance . Our business is committed to preserving as place without; race, gender, color, nationality, or social origin, religion, age, disability, political opinion, discrimination on the basis of any value or status that is protected by applicable laws, or physical or verbal harassment-free. personnel selection for office are made based on qualifications, such as ; open position, education, interests, skills, work experience.

4. Hours and Wages (Wage / Salary)

The workplace gives competitive wages to employees to industry and the local labor market. Our practices is carried out in full compliance to laws which are applicable and contracts about wages, hours worked, overtime and fringe Our employees are offered opportunities to develop their skills and capabilities and as much as possible and supported these efforts by offering promotion opportunities.

5. Health and Safety

The company provides the protection and the creation of a workplace environment safe and healthy. The company purposes ;

The Company aims to provide continuity by creating a healthy and productive work environment where they can work to minimizing the risk of exposure to any factor employee accidents , injuries and health hazards, employees safe.

The company takes care to provide a workplace environment where there is no threat, violence, harassment and uncomfortable conditions.

6. Community and Commitment With Stakeholders

The company gives commitment bonding goodwill on the basis to its stakeholders, as listening to their views, opinions and gain knowledge from the bonding by considering their opinions. In this context the company determine the employee representatives according to the legislation problems and creates an environment where they can meet with representatives. the company, when appropriate, is committed to establishing a dialogue with stakeholders about to do with the workplace and workplace rights on issues within the domain.

8. Employing Foreign Workers (The Employment Of Foreign Workers)

Foreign workers in a company working in;

- Business contracts are issued in a language they can understand.
- Entry and/or, if necessary, The original papers cannot be taken from him.
- Workers cannot be run by debited in any case.
- Protects the legal rights of foreign workers on the work by the company.



9. Human Trafficking

The company can not employ illegal workers. Apart from the security reason if any employee leaves the job, the company can't stop that, or postpone it. The employees any information is protected and confidential stated to the extent of the law.

10. Rest Days and Holidays

Employees may not be deprived of their legal rights within the framework of days of rest and vacation. A vacation week is given a day six days a week to operating personnel.

11. Recruitment and Employment

Open positions needed by the management of the company determined by the company's management and in accordance with the law and within the framework of certain rules (foreign workers, the egalitarian approach, permits, fees, vacation, business contracts, etc.) employing is performed.

12. Labor Contracts

Between the workplace and the person to be employed with the company comply with the law, and the candidate that contains the conditions the staff proposed "labor contracts and personnel policy" is issued. Staff who agree to start the mission "labor contracts and personnel policy" is signed.

13 Discipline Worker

Discipline in order to be able to work the disciplinary rules, as determined by the Disciplinary Committee apply by the company. The company cannot impose sanctions to discipline the employee for no wage cut.