

Human Rights Policy

Korozo Group embraces an approach that respects human rights for all employees and stakeholders in all areas of activity and aims to promote the exercise of fundamental human rights throughout the society.

Respect for human rights is a core value at Korozo Group. The company acts in accordance with human rights in its relationships with employees, suppliers, business partners and communities where it operates and encourages them to uphold human rights. This policy is developed in accordance with all relevant national and international standards and legislation, including the UN Global Compact, the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

This policy applies to all activities and employees of Korozo Group. We are committed to ensuring that alongside internal stakeholders, our business partners and suppliers fulfil their responsibilities and implement these principles in all business processes and activities.

The policy is reviewed annually and updated as and when necessary.

All employees are responsible for the implementation of this policy and the Human Resources Department, especially senior management, is responsible for its execution and oversight.

In line with this policy, Korozo Group:

Occupational Health and Safety

- Supports the provision of a safe and healthy working environment to protect the health and safety of its workforce.
- Ensures that all precautions are taken to prevent accidents in line with the Zero Accident target and to mitigate occupational diseases.

Wage and Work Conditions

- Distributes wages fairly among employees.
- Complies with standards set by ILO and legislations in matters such as working hours, wage, and working allowances.
- Provides a safe working environment that upholds human dignity and value. Moreover, health and safety issues affecting all stakeholders are addressed in the Occupational Health & Safety Policy.
- Does not resort to systems such as debt bondage.

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- Aims to prevent overtime work by carrying out efforts to increase productivity during working hours and supports the protection of work-life balance by making business plans accordingly.
- Complies with information security standards and relevant regulations, designs and implements processes for the protection of personal data.

Social Dialogue

- Korozo Group encourages open and constructive dialogue and values the opinion of employees in problem-solving and decision-making processes.
- Commits to maintaining regular dialogue with employee representatives to protect the rights and interests of employees. These representatives are authorised to communicate the demands of employees regarding occupational health and safety, working conditions, and other social rights, ensuring that employee feedback is considered and effective communication with management is established.

Career Management

- Focuses on cultivating a workforce that is committed to societal and ethical values.
- Develops processes that unlock the potential of employees, recognising each as a talent, and supports them through a continuous training and development philosophy.

Working Age

- Korozo Group does not use “child labour” in its operations.
- Complies with all local and international legal regulations regarding working age and ensures that all employees are above the legal working age, without employing children or young workers.

Mandatory and Forced Labour

- Does not employ physical punishment, violence or coercion against employees, does not impose forced or compulsory labour, and stands firmly against slavery and human trafficking.
- Employees have the freedom of movement, and their identity cards and passports are not withheld during their employment.

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Oppression and Inhumane Treatment

- Korozo Group opposes all forms of oppression, ill-treatment and inhumane treatment of workers.
- Adopts a zero-tolerance policy to mitigate such acts and regularly conducts training sessions to raise awareness and implements comprehensive behavioural rules.
- Investigates allegations reported to the ethics hotline, takes corrective measures, evaluates the effectiveness of its policy through oversight and monitoring activities.

Harassment

- Does not tolerate acts of violence and/or harassments towards its employees or among employees.
- Provides a safe and healthy working environment to its employees.

Discrimination

- Korozo Group rejects discrimination on any basis, including race, colour, gender, language, religion, political opinion, national or social origin and provides equal opportunities.

Human Trafficking

- Takes strict measures against inhumane practices such as human trafficking and modern slavery and does not permit such activities within its business processes.

Diversity, Equality and Inclusivity

- Prioritises anti-discrimination and equal opportunity principles in all processes.
- Treats candidates fairly, without prejudice and equally in hiring processes regardless of their race, ethnicity, sex, sexual orientation, gender identity or expression, religion, language, age, social or ethnic background, political view, disability, without direct or indirect discrimination on the basis of birth or acquired status.
- Does not discriminate against foreign citizens, provided that there is no legal obstacle for foreign citizens to work in the Republic of Türkiye. Similarly, the company does not discriminate in matters such as wage, promotion, right to education, retirement.
- Promotes the participation of people with disabilities in the workplace, ensures their active participation within the company regardless of their disability and depending on the requirements of the job and personal qualities.

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Freedom of Association, Representation and Expression

- Korozo Group respects the rights of employees to unionise, seek representation, and exercise free speech.
- Encourages employees to exercise all their rights.

Stakeholders' Rights and Sustainable Supply Chain Management

- Korozo Group respects its stakeholders' rights to land use and is committed to safeguarding these rights. All necessary precautions are taken to prevent any violations related to land use.
- In supplier selection process, it is essential for the company to collaborate with business partners who respect the rights of stakeholders. Supplier agreements embrace an approach that respects human rights.
- Purchasing products from certified and sustainable sources is encouraged. It must be ensured stakeholders' rights and environmental responsibilities are considered throughout this process.

Use of Health-risk Substances and Gambling

- Recognising that the use of health-risk substances and gambling activities can threaten employees' welfare and safety, these practices are strictly prohibited, and precautionary measures are implemented.

In case of a violation of this policy, all Korozo Group employees and other related parties can report any ethical violations to “**Ethics Reporting Helpline**” at **0212 866 66 25** or to the e-mail address **etik@korozo.com.tr**. If a violation is found, the Disciplinary Committee should be informed.


During the investigation of a possible violation of the Code of Ethics, no actions will be taken against individuals who report an incident, participate or assist in the investigation of an incident (unless the report or the information provided is intentionally misrepresented).

Korozo Group Ethics and Disciplinary Committee ensures the confidentiality of all notifications.

Effective as of 05.06.2023

Adam BARNETT

CEO



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Sustainability Goals Table

Topic	Subtopic	Target	Related Policy	Target Set	Deadline
People	Ethical practice, Prevention of Corruption, Bribery and Conflict of Interest	<ul style="list-style-type: none"> • Training 100% of our people on ethical behaviours upon onboarding • Training 100% of our people on anti-bribery and corruption 	Ethics Policy	2024	2025 and after
	Respect for Human Rights and Safety	<ul style="list-style-type: none"> • Zero Accidents • Zero cases of harassment and 100% investigation of reported cases 	Occupational Health and Safety Policy Human Rights Policy	2024	2030
	Confidentiality, Protecting Company Related Information, Protection of Personal Data	<ul style="list-style-type: none"> • Having 100% of employees complete/repeat information security trainings each year 	Information Security Policy	2024	2025 and after
	Diversity, Equity and Inclusion	<ul style="list-style-type: none"> • Providing Gender Equality trainings • Monitoring WEPs* performance indicators • Ensuring 5% female representation in the blue-collar workforce by 2030 	Human Rights Policy	2024	2025 and after
Planet	Renewable Energy Policies	<ul style="list-style-type: none"> • Using 100% renewable energy at all plants 	Environment and Deforestation Policy	2024	2032
	Emissions Reduction	<ul style="list-style-type: none"> • Reducing Scope 1 and 2 emissions by 50.4% vs 2022 • Reducing scope 3 emissions by 30% vs 2022 	Environment and Deforestation Policy	2024	2032
	Net Zero	<ul style="list-style-type: none"> • Reaching net zero target by 2053 • Ensuring stakeholder participation and capacity development on environmental issues particularly with suppliers 	Environment and Deforestation Policy	2024	2053 2025 and after
	Stakeholder Participation and Sustainable Supply Chain	<ul style="list-style-type: none"> • Sharing Supplier Code of Conduct with all suppliers and monitoring compliance as part of sustainable sourcing practices • Conducting supplier surveys with 30% of active suppliers • Providing sustainability training to 30% of active suppliers • Conducting at least 3 supplier audits each year (on site) 	Sustainable Sourcing Policy	2024	2025 and after
Packaging	Circular Economy and Sustainable Products	<ul style="list-style-type: none"> • Designing all our products to be recycle-ready and recycling by 2030 • Increasing use of recycled content <p>2030: Food grade items 10%, non-food products 35% 2040: Food grade items 25%, non-food products 65%</p>	Sustainability Policy	2024	2030

*WEPs - Women's Empowerment Principles

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