



Human Rights Policy

Meeting customer needs and expectations at the highest level is a priority. Continuous improvement is achieved by keeping up with technological advancements and integrating climate change considerations into all management system processes.

HUMAN RIGHTS POLICY

At Pireks, we are committed to respecting human rights in alignment with the principles outlined in the United Nations Guiding Principles on Business and Human Rights. We pledge to prevent human rights violations and take necessary actions when such issues arise. In addition, we adhere to the principles set forth in the United Nations Global Compact, the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Universal Declaration of Human Rights, and the ILO Fundamental Principles and Rights at Work, among other relevant regulations. Our commitment is to respect the rights of all our stakeholders.

We ensure that the working conditions of our employees comply with internationally recognized labor standards. We are strongly opposed to any form of discrimination, child labor, and forced/compulsory labor in employment.

Our human rights policy is based on the following principles:

COMMUNITY AND STAKEHOLDER COMMITMENT

We recognize that we are part of the communities where we operate. We build relationships with all our stakeholders, including vulnerable and marginalized groups, on human rights issues that matter to them, ensuring their voices are heard and considered. When necessary, we engage in dialogue with civil society representatives and stakeholders regarding human rights topics related to our business.

DIVERSITY AND INCLUSION

We value the diversity of the people we work with and strive to make them feel included. At Pireks, we are committed to equal opportunity, and all decisions regarding recruitment, placement, development, training, compensation, and promotion are based on the employee's qualifications, performance, skills, and experience. Workforce diversity is essential for achieving our goals, and we actively encourage people from different backgrounds and experiences to be part of our organization.

NON-DISCRIMINATION

We are committed to creating a workplace free from discrimination, harassment, and disrespect based on race, gender, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity, political views, or any other legally protected status. We do not tolerate any form of unfair treatment, disrespectful behavior, or retaliation, whether based on personal characteristics or circumstances, within or outside the workplace.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Pireks believes that open communication and direct participation between employees and management are the most effective ways to address workplace and compensation issues. Employees have the right to communicate openly with management regarding working conditions without fear of retaliation, intimidation,

or harassment. In accordance with local laws, our company respects the right of employees to engage in active communication with senior management.

SAFE AND HEALTHY WORKPLACE

We recognize that our health is our top priority. We protect our health by using the required Personal Protective Equipment (PPE) for our work.

We report risky situations and warn colleagues engaged in risky activities.

FORCED LABOR AND HUMAN TRAFFICKING

We prohibit all forms of forced labor, including prison labor, debt bondage, military labor, modern slavery, and human trafficking.

CHILD LABOR

We do not employ child labor. We prohibit the employment of individuals under the age of 18 in positions that require heavy and hazardous labor. We expect the same from our stakeholders.

WORKING HOURS, WAGES, AND BENEFITS

Our compensation policy is competitive and aligned with the industry, local labor markets, and applicable collective bargaining agreements. We operate in full compliance with all applicable laws regarding wages, working hours, overtime, and benefits. We provide our employees with opportunities to develop their skills and potential for advancement.

GUIDANCE AND REPORTING

We strive to create workplaces where open and honest communication is valued and respected by all employees.

Employees can report suspected violations of this policy through info@pireks.com or by calling **+90 216 798 22 46**.

No retaliation or adverse action will be taken against any employee who raises concerns under this policy. The company will investigate the concerns, respond to them, and take appropriate corrective actions in response to any violations.

This Human Rights Policy is **aligned with the Pireks Code of Ethics**.

Finance & Administration Director

M. Gökhan ÇELİKDAĞ