

HUMAN RIGHTS POLICY

As Eczacıbaşı Consumer Products, our main goal is to accompany every moment of life for a clean and healthy life. One of our strategic goals in this context is to “continue our journey to become the best and most preferred employer”. Our commitments, which include the human rights approach and standards, with our understanding based on "respect for people" for our employees and our activities are as follows;

- **Preventing Child Labor and Forced Labor:** Our organization does not accept any form of forced labor practices. It does not allow any individual to work involuntarily or because of threats. It adopts a zero-tolerance policy against human trafficking and slavery.
- Our organization adopts a zero-tolerance policy against child labor. It does not allow children under the working age determined by the law and internationally accepted norms to be employed. It also prohibits child labor in accordance with the principle of not employing child labor as outlined in the “International Labor Organization's Declaration of Fundamental Principles and Rights at Work.
- **Zero Tolerance for Violence, Discrimination, and Harassment**
 - The Eczacıbaşı Consumer Products undertakes to create a work environment that is free from all acts of ill-treatment, such as physical or psychological violence, bullying, humiliation, discrimination, and harassment. Abuse, threats, harassment, and bullying of any kind are not tolerated within the Group, nor are situations that threaten peace and security
 - Employees are also expected to refrain from discriminatory language and actions and to oppose all kinds of discriminatory behavior.
- **Equality, Diversity, and Inclusion**
 - Equal opportunities are offered to everyone in line with the requirements of the job, regardless of national or ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion, or world view. Employees should have different cultures and experience backgrounds.
 - It is essential to apply objective criteria in remuneration, which is an important indicator of providing equal opportunities. Our organization guarantees that there is no discrimination in the wages of employees in similar positions in its wage policy.
- **Healthy and Safe Working Environment**
 - Providing a healthy and safe working environment is among the basic priorities of our organization. Necessary measures are taken to protect the health and safety of our employees and other persons (suppliers, subcontractors, subcontractors, visitors, etc.) in the activity areas.
 - The requirements of the legal regulations on occupational health and safety and the principles of the Occupational Health and Safety Policy are fully fulfilled.
- **Working conditions**

- Our organization acts in accordance with the local legislation, laws, and regulations of the country in which it operates in determining the working conditions. Flexible working conditions are offered to the employee considering the characteristics of the job and the employee's preferences. Local hours of operation and wage policy are adhered to. Employees are encouraged to take regular leave to support their work-life balance.
- For fair remuneration, the relevant sectors and the state of the local labor market, if available, the provisions of the collective bargaining agreement are taken into account in determining the wages.
- **Supporting Employee Development**
 - The Eczacıbaşı Consumer Products provides comprehensive opportunities for employees to improve their existing knowledge and skills and develop their potential in other fields. Employees are supported by structured internal and external training.
- **Protecting Privacy**
 - In our organization, the personal information of each employee is protected by high-level data privacy measures. The provisions of the relevant legislation in force are taken as the basis for the protection of confidentiality. Employees are expected to comply with the data privacy laws of the country of operation and the rules of the Eczacıbaşı Group.
- **Right to Organize and Collective Bargaining**
 - In Eczacıbaşı Consumer Products, employees' right to unionize and organize is protected, and employees can exercise these rights freely. Unions that act in accordance with legal regulations may organize in Group companies. Group employees can freely join these legal unions and take part in their management without fear of retaliation. Company management is expected to establish constructive relations with legal union representatives freely chosen by employees.
- **Taking part in Political Activities**
 - Engaging in political activities is a constitutional right as well as an internationally recognized human right. Our organization respects the individual and voluntary participation of its employees in legal political activities stemming from the constitution. However, employees must perform these activities outside of working hours and refrain from using the Organization's resources for political activities.
 - Our Organization is not a party to any political view or ideology. Organization's resources cannot be used to support political parties and candidates, and promotional and donation activities cannot be carried out in a way that supports a political movement. Propaganda works of political parties and candidates are not allowed in our organization's locations. As stated in the Eczacıbaşı Group's Code of Conduct, employees cannot take part in the management bodies of political parties under any circumstances.

To operate in accordance with the “ **Eczacıbaşı Group Human Rights Policy**”.

Bulent Kozlu
CEO
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