HUMAN RIGHTS POLICY

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This policy has been drawn up in accordance with the United Nations Universal Declaration of Human Rights and the fundamental labour principles of the International Labour Organisation (ILO).

At GAZİ METAL, we recognise respect for human rights and the principles of equality, justice, diversity and inclusion as our core values; in all our activities, we uphold the following principles to safeguard and promote human dignity:

- We undertake to act in accordance with national legislation and international human rights principles, and to ensure that we respect human rights in all our activities,
- to tolerate discrimination based on race, colour, language, nationality, ethnic origin, social class, gender, sexual orientation, age, religion, denomination, political opinion, disability, marital status or any other legally protected personal characteristics in all our recruitment, remuneration, promotion, training and other human resources processes, ; and to conduct all processes in accordance with objective criteria and on the basis of merit,
- to support the provision of equal opportunities for all employees,
- to act in accordance with all local, national and international regulations and legislation concerning the employment of child labour,
- to completely reject the use of forced, compulsory or debt-based labour in all processes within our supply chain, particularly in our own operations and regard the right to fair and free work as an indispensable cornerstone of our corporate ecosystem;
- to show zero tolerance for any form of physical, psychological, verbal or sexual harassment and violence,
- to provide a safe, healthy and dignified working environment for our staff,
- to respect our employees' legal rights to representation and their freedom to participate in any form of organisational structure, and we will regard it as a priority to maintain a constructive dialogue with elected employee representatives, based on mutual trust,
- to act in accordance with the laws governing all working conditions, including overtime, and remuneration,
- to ensure the protection of the personal data of our employees and other stakeholders in accordance with the relevant legislation,
- to foster a culture of continuous learning and to provide all the necessary training opportunities for our staff to develop their skills and potential,
- to regard the political and social activities carried out by our employees in their personal time outside working hours with respect, as they fall within the scope of their individual freedoms, provided that they do not use the company's name, title or resources,
- to assess all reports of human rights violations in a safe and fair manner, in accordance with the principles of confidentiality, impartiality and protection against reprisals,
- to encourage our suppliers, subcontractors, sub-contractors and business partners to act in accordance with the fundamental principles of this policy and to assess them where necessary,

In this regard, we undertake to carry out our activities on the basis of respect for human rights.

24.06.2026

Chairman of the Board

Mustafa GAZİOĞLU