

# Human Rights Policy

Anel Group,

- grounds on the United Nations Universal Declaration of Human Rights and the United Nations Global Compact, which it has signed, in its commitments as to human rights.
- considers human rights among the most important of its ethical principles and expects all its stakeholders to act in accordance with these principles and the Anel Group Human Rights Policy.
- complies with all national and international laws and regulations concerning human rights and demands from its stakeholders to comply with them.
- makes necessary evaluations and sanctions are applied in case of violation of human rights during internal audits by Anel Group, These issues are handled in risk assessment.
- takes precautions against possible violations of rights arising from its current business activities and manages related risks, taking into account the rights of the people living in the regions where they operate.
- is involved in activities to ensure the safety of all its employees in the event of a life threat in the countries where they operate.
- reviews this policy annually. If the change needs to be determined, it keeps an eye on it.
- shares this policy with all suppliers and subcontractors. It demands that they work in harmony with it.

This policy is available to all employees in English and Turkish.

## **We Make Decisions For Activities That Are Appropriate For Human Rights In Working Life.**

Anel Group undertakes to make decisions in the direction of the United Nations Universal Declaration of Human Rights and not to organize all its activities in this respect in all its activities and operations involving these activities.

It undertakes not to be an accomplice of human rights violations in any way during its activities.

In all countries, practices are carried out taking into account the suggestions and recommendations of international independent organizations on practices of Human Resources.

At the same time, in accordance with Articles 1 and 2 of United Nations Global Compact, Anel Group clearly expresses its commitment to this issue.

## **We Work To Prevent Discrimination In Working Life.**

While Anel Group gives importance to cultural diversity, it also believes that this diversity enriches an institution.

For Anel Group, 'Giving Importance to Diversity' means acknowledging and considering the religious, structural, cultural preferences and situations of employees, customers, investors, suppliers and other social stakeholders, which are not contrary to human rights.

Anel Group undertakes to be an employer who is the most preferred and protects the rights of its employees for all candidates who dedicate themselves to the work they have done and add value to the work. Anel Group also undertakes to provide a working environment that is safe for its employees and develops its employees who are away from all kinds of harassment, exploitation, abuse and violence.

### **Child Labor Has No Place In Our Work**

Anel Group, as a signatory to the United Nations Global Compact, does not allow children to be employed at any stage of their activities under any circumstances.

All stakeholders are informed about this approach and are expected to receive support from them as well.

This issue is guaranteed in contracts made with suppliers.

### **We Do Not Allow For Forced And Compulsory Working**

Anel Group, as a signatory to the United Nations Global Compact, does not allow for forced or compulsory working at any stage of its operations on conditions not in compliance with laws and regulations.

Every employee is insured as of the day they start work. This issue is controlled by both internal and external audits.

It is also checked about whether the workers employed by their subcontractors are working as insured or not.

### **Our Security Applications**

Anel Group ensures that employees work in safe areas in the regions where they operate.

Security arrangements are made in such a way as to balance by paying regard to safety needs while respecting human rights.

For safe and healthy working environments, a study is done to minimize the risk of accidents, injuries and diseases. In the event of an accident with insurance covering all employees, the future of employees is guaranteed.