



## SOCIAL MANAGEMENT SYSTEM

Our company has established and continually enhances a system for socially responsible business management that aligns with the Business Social Compliance Initiative (BSCI). Through our extensive business network, we adhere to stringent social standards and expectations, urging our suppliers, partners, and other stakeholders to engage in responsible practices across all facets of their operations. Our objective is to foster responsible business practices that support sustainable development and drive positive social change.



## WORKERS INVOLVEMENT AND PROTECTION

Our company promotes the active engagement of all employees in processes and decisions that impact their professional roles and daily tasks. We are committed to safeguarding our workers from any form of exploitation, discrimination, or unfair treatment, ensuring that their rights are consistently upheld at all times.



## THE RIGHTS OF FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We support and honor our workers' right to freely associate and participate in collective bargaining. Employees have the right to organize and negotiate their working conditions with the employer through transparent and legally recognized processes.



## NO DISCRIMINATION, VIOLENCE OR HARASSMENT

Our company fosters a culture of respect and appreciation for all employees, regardless of gender, race, religion, ethnic background, sexual orientation, disability, or any other personal attribute. We are committed to providing equal opportunities and making diversity and inclusion core values of our policies.



## FAIR REMUNERATION

We guarantee that all employees receive fair compensation in accordance with legal requirements, market standards, individual performance, and working conditions. In addition, we have implemented a transparent reward system that fosters motivation and encourages employees to actively contribute to the company's success.



## DECENT WORKING HOURS

We are committed to helping employees balance their professional responsibilities and private lives by ensuring that working hours comply with legal regulations and international standards. We guarantee adequate time for rest and recuperation, strictly adhering to established limits on working hours and mandatory breaks.



## OCCUPATIONAL HEALTH AND SAFETY

Our company is committed to ensuring workplace health and safety. We regularly conduct training, analyze work processes, and implement improvements to minimize the risk of injuries and maintain safe working conditions for all employees. Personal protective equipment is regularly maintained and replaced to ensure its effectiveness in protecting employees from potential hazards. All employees are required to use protective equipment while working, contributing to their own safety and well-being.



## NO CHILD LABOR

Our company strictly prohibits and condemns the use of child labor in all business processes. We ensure that all employees meet the legally required minimum age for employment, firmly upholding ethical standards and responsible business practices.



## SPECIAL PROTECTION FOR YOUNG WORKERS

Our company is committed to providing special protection for young workers by limiting their working hours, restricting the types of tasks they may perform, and requiring mandatory medical examinations before they begin any work activities.



## NO PRECARIOUS EMPLOYMENT

Our company opposes insecure forms of employment and is committed to ensuring that employees are not subjected to excessive use of temporary contracts or other unstable working arrangements. All employees are hired under clearly defined contracts that guarantee appropriate rights and job security.



## NO BONDED, FORCED LABOUR OR HUMAN TRAFFICKING

We strictly prohibit all forms of forced labor in our business operations. Every employee must work freely and voluntarily, with their personal freedoms and rights fully respected.



## PROTECTION OF THE ENVIRONMENT

We are committed to protecting the environment by implementing appropriate ecological standards and minimizing the negative impact of our business operations. We actively monitor environmental regulations and work to reduce emissions, waste, and other pollutants.



## ETHICAL BUSINESS BEHAVIOUR

We uphold the highest ethical standards in all aspects of our business, including our relationships with partners, customers, employees, and society. We are committed to transparency, accountability, and full compliance with all applicable laws and regulations in our operations.

This policy reflects our commitment to sustainable and responsible business practices, grounded in mutual trust, respect for human rights, and environmental protection. By applying these principles, we aim to create a safer, fairer, and more ethical working environment for all employees and partners. All company employees are familiar with the BSCI policy and accept it as a guiding principle in their conduct. They actively contribute to its implementation through their personal engagement and commitment.

CEO