

ÇAKIRLAR PRINTING WORKERS' AND HUMAN RIGHTS POLICY

1.Purpose

This policy was established to define Çakırlar Printing's core responsibilities regarding workers' and human rights and to support the implementation of sustainable practices in these areas. Our company considers the health, safety, and well-being of its employees as a top priority. It is also firmly committed to eliminating discrimination, promoting diversity, and creating an inclusive work environment.

Within the scope of this policy, key principles include protecting occupational health and safety, ensuring fair and decent working conditions, supporting career development and training opportunities, and strengthening social dialogue and employee engagement. In addition, the prevention of forced labor, the complete prohibition of child labor, and the guarantee of equal opportunities for all are among our top priorities.

2.Scope

This policy applies to all operations, employees, managers, suppliers, customers, and other stakeholders of Çakırlar Printing. From office operations to every stage of the supply chain, the protection and promotion of workers' and human rights are key objectives.

The policy covers all individuals and organizations affected by the company's activities. Legal and administrative sanctions may be imposed on parties that violate the defined rules and standards.

3.Commitments

Çakırlar Printing acknowledges its responsibility to protect and promote workers' and human rights across all areas of operation. In line with international standards and local legislation, our company is committed to respecting and safeguarding the fundamental rights of its employees, suppliers, and other stakeholders. Key commitments include:

3.1. Occupational Health and Safety

- Establish mechanisms to prevent workplace abuse, harassment, and mobbing to ensure employees' physical and psychological safety.
- Proactively manage occupational health and safety risks and take precautions to prevent accidents.
- Conduct regular general health check-ups for employees.

- Provide regular training programs to raise awareness among employees.
- Develop supportive policies to enhance employee well-being.

3.2. Employee Welfare and Working Conditions

- Ensure fair compensation and legal provision of social rights.
- Align working hours with international standards and Turkish Labor Law No. 4857.
- Communicate employment contracts, salaries, and benefits clearly and transparently.
- Establish wage policies that support decent living standards.

3.3. Career Development and Training

- Apply a non-discriminatory, merit-based hiring policy.
- Implement structured and objective evaluation processes to support employee development.
- Provide regular training opportunities to enhance professional knowledge and skills.
- Promote internal promotions and long-term career growth.

3.4. Social Dialogue and Employee Participation

- Create mechanisms, such as HR access, for employees to share concerns freely.
- Respect freedom of association and union membership; ensure employees are not pressured regarding union choices.
- Encourage participation in company decision-making processes.
- Improve grievance mechanisms for effective resolution.

3.5. Prevention of Forced Labor

- Guarantee that all work relationships are voluntary; strictly prohibit forced labor.
- Apply effective monitoring systems across the supply chain to detect risks.
- Maintain a pressure-free and secure environment for workers.

3.6. Prohibition of Child Labor

- Fully comply with Articles 71–73 of Turkish Labor Law No. 4857.
- Manage child labor risks within the supply chain effectively.
- Provide awareness training for employees and suppliers on child labor prevention.
- Take immediate corrective actions if any risk of child labor is identified.

3.7. Diversity and Inclusion

- Provide a workplace free from discrimination based on gender, language, religion, race, or political views.
- Prevent harassment and raise awareness on this topic.
- Ensure equal access to career and development opportunities.
- Build an inclusive corporate culture.

4. Implementation Principles

Çakırlar Printing has developed a comprehensive and sustainable implementation framework to realize its commitments to workers' and human rights. The company integrates respect for stakeholder rights into its core operations and is guided by the following principles:

- **Continuous Improvement:** Align policies with international standards and local regulations, and revise them regularly.
- **Grievance and Notification Mechanisms:** Maintain a transparent and confidential reporting system to address human rights violations swiftly and effectively.
- **Risk Management and Auditing:** Conduct regular inspections to manage and minimize risks, especially regarding child labor and forced labor.
- **Education and Development:** Provide regular training on occupational health and safety, harassment prevention, and inclusion.
- **Supplier Compliance:** Require supply chain partners to align with human rights policies through audits and collaboration.
- **Open Communication and Transparency:** Maintain open communication channels and make policies accessible to all stakeholders.
- **Feedback-Driven Improvement:** Use stakeholder feedback to enhance inclusiveness and effectiveness.

- **Crisis and Emergency Management:** Apply emergency management plans in all critical areas, especially safety and health.

Çakırlar Printing is committed to conducting its activities in line with the principles of sustainability and placing the rights of its employees, suppliers and other stakeholders at the center of its business culture. Our reporting mechanisms and processes based on employee participation are our most important tools for the protection and development of human rights.

5. Goals

Çakırlar Printing has adopted specific and measurable goals to fulfill its commitments on labor rights and human rights and to improve labor standards. These goals will be reviewed periodically and supported by a continuous improvement approach. Our company aims to be an exemplary leader in sustainability and human rights in the sector by achieving these goals.

5.1. Occupational Health and Safety

- Reduce workplace accidents by 20% by 2026 (compared to 2023).
- Provide 100% of employees with OHS training annually.
- Conduct at least one comprehensive emergency drill per year.
- Increase employee satisfaction with OHS practices to 90% by 2026.

5.2. Employee Welfare and Working Conditions

- Ensure all employees earn above a livable wage by 2027.
- Maintain 100% compliance with local regulations regarding working hours.
- Ensure 100% of overtime is voluntary by 2026.
- Provide clear communication on contracts and rights to 100% of employees annually.

5.3. Career Development and Training

- Include 85% of employees in annual performance evaluations and development processes by 2026.
- Increase annual training hours per employee by 10% (compared to 2024).

- Increase internal promotion rate by 10% by 2027 (compared to 2024).

5.4. Child Labor and Forced Labor Prevention

- Provide human rights and ethics training to 60% of supply chain partners by 2026.
- Maintain a 0% complaint rate for forced labor cases by 2026.

5.5. Diversity, Equality and Inclusion

- Increase the ratio of white-collar female employees to 50% by 2027.
- Provide 100% of employees with awareness training on discrimination, harassment, and inclusion annually.
- Ensure that 90% of employees give positive feedback on diversity and inclusion culture by 2027.

6. References

The policy is based on the following national and international frameworks:

- UN Universal Declaration of Human Rights (UDHR)
- ILO Conventions (No. 29 & 105 on Forced Labor, No. 138 & 182 on Child Labor)
- UN Global Compact (UNGC)
- UN Sustainable Development Goals (especially SDG 5, 8, 10, and 16)
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Turkish Labor Law No. 4857
- Turkish Social Insurance and General Health Insurance Law No. 5510
- Turkish Personal Data Protection Law (KVKK)
- Occupational Health and Safety Law No. 6311

7.Responsibility and Review

This policy was prepared by the Human Resources Department in consultation with employees, suppliers, and stakeholders. The department is responsible for implementation, monitoring, and continuous improvement of human rights performance.

Responsibilities include:

- Planning and delivering employee training,
- Running awareness programs,
- Conducting risk and opportunity analyses,
- Monitoring policy targets and performance indicators.

The policy is reviewed annually based on management approval, stakeholder feedback, and performance analysis. It will be revised as needed in response to organizational changes, legal developments, or new challenges in the field of human rights.

Approved by: ORHAN ÇAKIRLAR
GENERAL MANAGER