

ÇAKIRLAR PRINTING COMPANY LABOR AND HUMAN RIGHTS POLICY

1. Objective

This policy has been created to define Çakırlar Matbaacılık's fundamental responsibilities regarding workers' rights and human rights, and to support the implementation of sustainable practices in these areas. Our company prioritizes the health, safety, and well-being of its employees in all its operations. Furthermore, we are committed to eliminating discrimination, promoting diversity, and creating an inclusive work environment. Within the scope of our policy, protecting employee health and safety, ensuring fair and humane working conditions, supporting career development and training opportunities, and strengthening social dialogue and employee participation are among our core principles. In addition, preventing forced labor, completely prohibiting child labor, and guaranteeing equal opportunities for all are among our company's priorities.

2. Scope

This policy covers all operations, employees, managers, suppliers, customers, and other stakeholders of Çakırlar Matbaacılık. The company considers the protection and strengthening of worker and human rights, from office operations to all processes in the supply chain, as one of its fundamental objectives. The scope of application of this policy is broadly defined to include all individuals and organizations affected by Çakırlar Matbaacılık's activities. The right to apply legal and administrative sanctions against parties exhibiting behavior contrary to the defined rules and standards is reserved.

3. Commitments

Çakırlar Matbaacılık is committed to protecting and promoting workers' rights and human rights in all areas of its operations. In accordance with international standards and local legislation, our company is committed to respecting and protecting the fundamental rights of its employees, suppliers, and other stakeholders. Below are our company's core commitments:

3.1. Occupational Health and Safety

Çakırlar Printing House prioritizes the protection of the physical and psychological well-being of its employees, managers, and other stakeholders. In line with this, it implements the following:

- Establishing necessary mechanisms to prevent workplace misconduct, harassment, and mobbing to ensure the physical and psychological safety of employees, and

providing regular awareness and information training to employees on preventing workplace harassment;

- Supporting a safe working environment where employees will not be subjected to physical, psychological, verbal, or digital harassment, and planning preventive practices to reduce these risks;
- Proactively managing occupational health and safety risks and taking measures to prevent accidents;
- Conducting periodic general health checkups for employees;
- Implementing regular training programs to raise employee awareness;
- Developing supportive policies to improve employee well-being.

3.2. Employee Welfare, Working Conditions and Employee Participation

Our company is committed to providing a fair, safe, and supportive working environment. In this context:

- Valuing the labor of employees and ensuring wages and social benefits in accordance with legal regulations,
- Regulating working hours in accordance with international standards and the Labor Law No. 4857,
- Providing employees with clear and understandable information regarding employment contracts, wages, and benefits,
- Adopting wage policies that enable employees to meet their basic needs and maintain a decent standard of living.
- Supporting communication and participation mechanisms where employees can safely share their views, suggestions, and feedback regarding working conditions.
- Regularly evaluating employee complaints, requests, and suggestions and incorporating them into improvement processes.

3.3. Career Management and Training for Employees

To support the professional development of its employees and enable them to achieve their long-term career goals, Çakırlar Printing House:

- Implements a competency-based recruitment policy and avoids discrimination based on factors such as gender, language, religion, race, and political opinion,
- Conducts structured and objective evaluation processes to support employee development,
- Provides regular training opportunities for employees to improve their professional knowledge and skills,
- Encourages promotion mechanisms and career development opportunities within the company.

3.4. Social Dialogue and Employee Participation

Çakırlar Printing aims to strengthen dialogue and participation mechanisms where its employees can freely express their opinions. In this direction:

- Establishing mechanisms such as access to the human resources department where employees can easily share their problems,
- Respecting employees' freedom to join unions and organize; Ensuring that they are not forced to become or not to be a member of the union,
- Encouraging employees' participation in internal decision-making processes,
- Developing processes for effective evaluation of complaints.

3.5. Prevention of Forced Labour

Çakırlar Printing adopts a zero-tolerance approach to ensure that all employment relationships are based on voluntariness. In line with this:

- Ensuring that all employment relationships are based on voluntariness; completely rejecting forced labor,
- Implementing effective control mechanisms in the supply chain to identify risks of forced labor,
- Keeping workers away from any kind of pressure and insecure environment,

3.6. Prohibition of Child Labour

Çakırlar Printing House fully complies with national and international standards regarding the prevention of child labor. In this context:

- Full compliance with Articles 71-73 of the Labor Law No. 4857 regarding child labor,
- Effective management of child labor risks in the supply chain,
- Providing awareness training to employees and suppliers to combat child labor,
- Taking immediate corrective measures when child labor risks are identified.

3.7. Diversity and Inclusion

Çakırlar Printing is committed to creating a work environment that promotes diversity and inclusion. In this context:

- Providing an environment where employees will not be subjected to discrimination based on factors such as gender, language, religion, race, or political opinion,
- Preventing situations such as physical or psychological harassment in the workplace and raising awareness on these issues,
- Ensuring that all employees have access to equal career and development opportunities,
- Creating a work culture that supports diversity and inclusion.

4. Application Principles

Çakırlar Printing has developed a comprehensive and sustainable framework to implement its commitments to workers' and human rights. Our company aims to create a safe and inclusive working environment based on ethical values in all its activities, and considers respect for the rights of all stakeholders an integral part of its business practices. Our core principles in this regard are as follows:

- **Continuous Improvement of Policies:** Compliance with international standards and local legal regulations is ensured in all policy areas such as working conditions, occupational health and safety, diversity and inclusion. Practices are regularly evaluated and business processes are updated accordingly.
- **Complaint and Reporting Mechanisms:** A transparent reporting mechanism has been established where our employees and stakeholders can safely share their concerns. This confidential system ensures the rapid and effective handling of human rights violations and other ethical issues. If cases of child labor, forced labor, or human trafficking are detected or there is reasonable suspicion, an investigation and remediation process is immediately initiated. The safety and protection of the victim's rights are prioritized, the violation is stopped, necessary corrective and preventive actions are implemented, and appropriate proceedings are taken against the relevant parties. In cases of discrimination or harassment, the situation is evaluated within the framework of confidentiality, impartiality, and the protection of employee rights, and necessary remedial, protective, and preventive steps are implemented.
- **Risk Management and Auditing:** Potential risks to human rights are carefully assessed, and regular audit processes are conducted to prevent risks. Critical issues such as the prevention of child labor and forced labor are monitored with particular sensitivity. Risks of child labor, forced labor, and human trafficking; Recruitment processes, age verification practices, working conditions, complaint mechanisms, and business partner practices are regularly evaluated. Corrective and preventive actions are planned for identified risks, and processes are reviewed.
- **Training and Development:** Regular training programs are organized to support our employees in understanding their rights and fulfilling their responsibilities. These programs focus on topics such as occupational health and safety, harassment prevention, and inclusivity.
- **Supplier Compliance Processes:** All business partners in our supply chain are expected to comply with our human rights policies. This compliance is ensured through regular audits and mutual cooperation.

- **Open Communication and Transparency:** Open communication channels have been established with our employees and other stakeholders regarding working conditions, rights, and responsibilities. Our policy documents and practices are shared in a way that is easily accessible to everyone.
- **Feedback-Based Development:** Feedback from our employees and stakeholders is considered a valuable resource for improving our processes. This feedback contributes to making our policies and practices more inclusive and effective. •
- **Crisis and Emergency Management:** Crisis management plans have been developed to ensure that any threat or risk to human rights is effectively addressed. These plans are implemented in all critical areas, especially occupational health and safety. In line with these principles, Çakırlar Matbaacılık is committed to conducting its operations in accordance with sustainability principles and placing the protection of the rights of its employees, suppliers, and other stakeholders at the center of its business culture. Our reporting mechanisms and employee participation-based processes are our most important tools for the protection and advancement of human rights.

5.Objectives

Çakırlar Printing has adopted specific and measurable goals to fulfill its commitments regarding workers' rights and human rights, and to improve its working standards. These goals will be reviewed periodically and supported by a continuous improvement approach. By achieving these goals, our company aims to be an exemplary leader in the sector regarding sustainability and human rights.

5.1. Occupational Health and Safety

- To reduce workplace accidents by 20% by the end of 2026.
- To ensure that 100% of employees receive occupational health and safety training every year.
- To conduct comprehensive emergency drills in all workplaces at least once a year.
- To increase employee satisfaction with occupational health and safety practices to 90% by the end of 2026.

5.2. Employee Welfare and Working Conditions

- To ensure that all employees earn above a living wage level by 2027,
- To maintain 100% compliance of working hours with local legal regulations,
- To ensure that 100% of overtime practices are voluntary,
- To ensure that 100% of employees receive clear and understandable information about their employment contracts and rights every year.

5.3. Career Management and Training for Employees

- To ensure that 90% of all employees are involved in annual performance review and development processes by the end of 2026,
- To increase the annual training hours per employee by 5% compared to 2025,
- To aim to increase the rate of employees promoted within the company by 10% by 2027 compared to 2024.

5.4. Prohibition of Child Labour and Prevention of Forced Labour

- To provide 80% of supply chain partners with human rights and ethics awareness training by the end of 2026,
- The rate of complaints regarding forced labor was 0% in 2025. The goal is to maintain this rate at 0% in 2026.

5.5. Diversity, Equality and Inclusion

- To increase the percentage of white-collar female employees to 50% by the end of 2027,
- To ensure that 100% of employees receive awareness training on discrimination, harassment, and inclusion issues every year,
- To create a workplace culture where 100% of employees provide positive feedback on diversity and inclusion policies by the end of 2027.

5.6. Social Dialogue and Employee Participation

- To conduct employee satisfaction assessments at least once a year,
- To aim for a work environment where at least 80% of employees have access to internal feedback and participation mechanisms by 2028 and provide positive feedback indicating that they can confidently express their opinions,
- To ensure that 100% of employee complaints and suggestions are addressed within the defined evaluation process

6.Source

Çakırlar Printing House bases its human rights policy on nationally and internationally accepted standards and guiding principles. Our company adopts the following principles and guidelines as sources:

- **United Nations Universal Declaration of Human Rights (UDHR):** Universal standards forming the cornerstone of human rights.
- **International Labour Organization (ILO) Labour Standards:** In particular, the Convention against Forced Labour (Nos. 29 and 105) and the Convention against Child Labour (Nos. 138 and 182).
- **United Nations Global Compact (UNGC):** Guiding principles on human rights, labor standards, the environment, and combating corruption.
- **United Nations Sustainable Development Goals (SDGs):** Particularly SDG 8 (Decent Work and Economic Growth), SDG 5 (Gender Equality), SDG 10 (Reducing Inequalities), and SDG 16 (Peace, Justice, and Strong Institutions).
- **OECD Guidelines for Multinational Enterprises:** A guiding framework for responsibility and ethical principles in the business world.
- **United Nations Guiding Principles on Business and Human Rights (UNGPs):** Fundamental principles for the protection, respect, and redress of human rights violations in the business world.
- **Law No. 4857 on Labor:** The basic legal framework regulating working conditions in Turkey.
- **Law No. 5510 on Social Security and General Health Insurance:** Regulations guaranteeing the social rights and security of employees.
- **Personal Data Protection Law (KVKK):** National regulations ensuring the protection of employees' personal data.
- **Occupational Health and Safety Law No. 6311:** Regulations on occupational health and safety issues.

7.Those Responsible and Review

This policy has been prepared by the Human Resources Department of Çakırlar Matbaacılık, taking into account the views of employees, suppliers, and other stakeholders. The Human Resources Department is responsible for the implementation of this policy and for monitoring and improving worker and human rights performance. The department is obligated to perform the following tasks:

- Planning and implementing training for employees,
- Conducting awareness programs,
- Conducting risk and opportunity analyses,
- Regularly monitoring policy objectives and performance indicators.

The applicability and effectiveness of the policy will be reviewed regularly every year. This process will be supported by management approval, stakeholder feedback, and analysis of performance data. During the review, the alignment and effectiveness of the policy with its objectives will be evaluated.

The policy will be revised as needed in line with organizational changes, innovations in national and international legislation, or emerging challenges related to worker and human rights. All changes made will be shared transparently with stakeholders, and the notification processes will be completed.

Publication Approval: ORHAN ÇAKIRLAR
GENERAL MANAGER