



The mark of
responsible forestry

FSC® SOCIAL COMPLIANCE POLICY

Our company, which operates with the principle of “People First” at every stage of all our processes, commits to:

- Not employing bonded, forced, or involuntary labor under any contractual obligations,
- Acting in accordance with the principles and procedures regarding the employment of child and young workers, and not employing anyone under the age of 18,
- Respecting the dignity and honor of every employee, refraining from any form of corporate punishment, and not allowing verbal, physical, or psychological harassment or coercion,
- Complying with applicable laws and obligations when determining working hours, and ensuring that overtime is based on voluntariness,
- Paying wages for regular and overtime work as per legal and contractual obligations, and ensuring all payments stated in employment contracts are fulfilled,
- Employing individuals based on their ability to perform the job, regardless of race, language, religion, ethnic origin, political opinion, color, pregnancy, age, marital status, or gender; and ensuring compensation and promotions are also based on this principle,
- Adopting a proactive approach based on risk analysis, involving all employees in occupational health and safety practices, and prioritizing the overall health of employees in the working system,
- Providing an environment that allows employees to express their problems and suggestions, and respecting freedom of association and the right to collective bargaining within the framework of legal regulations,
- Complying with current environmental legislation, preventing pollution based on the evaluation of environmental aspects and impacts, and reducing pollution at its source,
- Evaluating the social compliance activities of the supplier companies it works with, monitoring these evaluations through action plans, and gradually improving their social compliance levels,
- Conducting social compliance, occupational health and safety, and environmental management activities in accordance with applicable laws and regulations, ensuring continuity, and striving for continuous improvement.