



ARSLAN ALÜMİNYUM HUMAN RIGHTS POLICY

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Purpose

The purpose of this policy is to ensure that Arslan Alüminyum A.Ş. adopts respect for human rights as a core principle across all its operations, and to demonstrate its commitment to respecting human rights towards all its stakeholders, including employees, suppliers, customers, and business partners. This policy has been prepared in alignment with the United Nations Universal Declaration of Human Rights, International Labour Organization (ILO) conventions, and the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy encompasses all employees, executives, subcontractors, suppliers, customers, business partners, and all stakeholders conducting activities on behalf of Arslan Alüminyum A.Ş.

Responsibilities

- Top Management: Responsible for ensuring the corporate-wide adoption of the principle of respect for human rights, providing the necessary resources, and overseeing the implementation of the policy.
- Human Resources and Compliance Units: Obligated to execute training, awareness, and auditing activities within the scope of this policy.
- All Employees: Responsible for respecting human rights, avoiding discrimination, reporting potential violations, and acting in full compliance with the requirements of this policy.

Principles and Commitments

- As Arslan Alüminyum A.Ş., our core principles regarding human rights are as follows:
- Respect and Dignity: We respect the dignity and honor of every individual, ensuring equal and fair treatment for everyone without any form of discrimination.
- Fair Working Conditions: We establish a safe, healthy, and fair working environment; we maintain zero tolerance against forced labor, child labor, and all other human rights violations.
- Freedom and Equality: We respect our employees' rights to freedom of association and collective bargaining. We do not tolerate discrimination based on race, gender, religion, language, ethnicity, age, disability, or any other personal characteristic.
- Occupational Health and Safety: We implement rigorous and appropriate measures to protect the health and safety of our employees, conducting continuous improvement activities across all processes.
- Respect for the Environment and Society: We aim to add sustainable value to society through environmental protection, sustainable business practices, and social responsibility projects.
- Compliance with International Standards: We commit to ensuring full compliance with the UN Universal Declaration of Human Rights, ILO conventions, and the UN Guiding Principles on Business and Human Rights.

Implementation

- Training and Awareness: Regular awareness and competency training regarding human rights are provided to our employees.

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ARGE VE KALİTE GÜVENCE MÜDÜRÜ	GENEL MÜDÜR YARDIMCISI



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- Auditing and Monitoring: Business processes and the supply chain are systematically monitored, ensuring necessary controls are in place to prevent human rights violations.
- Grievance Mechanisms: Accessible and strictly confidential grievance and reporting mechanisms are established for employees and stakeholders. All notifications are rigorously investigated, and necessary corrective actions are taken.

Monitoring and Review

- The Human Rights Policy is reviewed at least every five years. During this review process:
- The overall effectiveness of the policy is evaluated,
- Institutional developments in national and international standards are taken into consideration,
- Stakeholder feedback is analyzed, and necessary updates are systematically executed.

Effective and Review Dates

Effective Date: 12.02.2026

Review Date: 12.02.2027

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