



HUMAN RIGHTS POLICY

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1. 1. Introduction Arslan Alüminyum A.Ş. adopts respect for human rights as a fundamental principle in all its activities. This policy has been prepared in accordance with international standards such as the Universal Declaration of Human Rights of the United Nations, the conventions of the International Labour Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights.

2. Purpose The purpose of this policy is to express Arslan Alüminyum A.Ş.'s commitment to respecting human rights for all its employees, business partners, and stakeholders.

3. Scope This policy applies to all employees, suppliers, customers, and business partners of Arslan Alüminyum A.Ş.

4. Fundamental Principles

- **Respect and Dignity:** We respect the dignity and honor of every individual. We treat everyone equally and fairly without discrimination.
- **Fair Working Conditions:** We take necessary measures to ensure safe, healthy, and fair working conditions. We have zero tolerance for forced labor, child labor, and other human rights violations. In this context, we fully comply with the ILO's core labor standards.
- **Freedom and Equality:** We respect the rights of our employees to organize and bargain collectively. We do not allow discrimination based on race, gender, religion, language, ethnicity, or any other personal characteristic.
- **Occupational Health and Safety:** We take appropriate measures to protect the health and safety of our employees and apply continuous improvement processes. We adhere to the UN Guiding Principles on Business and Human Rights in this regard.

HAZIRLAYAN	ONAY
R&D AND QUALITY ASSURANCE MANAGER	DEPUTY GENERAL MANAGER



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- **Respect for the Environment and Society:** We are committed to protecting the environment and promoting sustainable business practices. We fulfill our responsibilities to society and support social responsibility projects.

5. Implementation

- **Training and Awareness:** We provide regular training on human rights to our employees and increase their awareness.
- **Audit and Monitoring:** We regularly audit our business processes and supply chain and take necessary measures to prevent human rights violations.
- **Grievance Mechanisms:** We establish grievance and reporting mechanisms for our employees and stakeholders. Reports made through these mechanisms are thoroughly investigated, and necessary actions are taken.

6. Responsibilities

- **Management:** Our management team is responsible for the implementation and continuous improvement of this policy.
- **Employees:** All our employees are obligated to comply with this policy and respect human rights.

7. Review Arslan Alüminyum A.Ş. commits to reviewing and updating its human rights policy at least every 5 years. This process aims to assess the effectiveness of the policy and ensure compliance with changing international standards.

8. Conclusion As Arslan Alüminyum A.Ş., we consider respect for human rights as an integral part of our business. We are committed to rigorously applying this policy in all our activities and continuously improving it. We pledge zero tolerance for human rights violations by adhering to the Universal Declaration of Human Rights and other international standards.

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