

SOCIAL COMPLIANCE POLICY

Our Social Compliance Policy includes the standards that we have established with all our business partners based on our core principles and values and carried out as a teamwork. Our goal is to ensure that the Social Compliance Policy becomes a corporate culture within our organization. For this reason, social compliance standards have been established and started to be implemented. In addition to creating products and services with these social compliance standards, this policy undertakes to provide employees with all their rights arising from the standards within the framework of the law, to comply with occupational health and safety rules, to be sensitive to the environment, to create a workplace environment where employees are treated with open and honest communication, respect and value. The social compliance policy is announced to all our employees through trainings or communication channels (bulletin board, website, e-mail group, etc.), our suppliers are informed and our suppliers are evaluated according to these criteria.

Within the scope of this policy, no sanctions or punitive actions are taken against employees who express their concerns, worries and complaints, and the suggestion, wish and complaint boxes created to express these concerns and worries are used. Employees can openly declare all kinds of opinions, requests, complaints and suggestions in the boxes and these are evaluated by the Top Management and necessary improvement activities are carried out for areas open to improvement.

The Social Compliance covers the following components:

- ❖ Forced Labor (Voluntary Labor)
- ❖ Child Labor (Underage Workers)
- ❖ Discrimination (Egalitarian Approach)
- ❖ Ethical Business Behavior
- ❖ Working Hours and Fees (Wage / Salary)
- ❖ Health and Safety
- ❖ Engagement with Society and Stakeholders
- ❖ Foreign National Employees
- ❖ Rest Days and Holidays
- ❖ Recruitment and Employment
- ❖ Employment Contract (Employer Contract)
- ❖ Work and Labor Discipline
- ❖ Environmental Protection

Forced Labor (Voluntary Labor)

Our company cannot impose compulsory labor on any employee. The working principles in our business are based on voluntariness. If an employee quits his/her job, the company cannot prevent or postpone it, except for any security reason. All kinds of information of our employees are protected and kept confidential to the extent specified by law.

Child Labor (Underage Employees)

Child labor is not acceptable in any way in our business. Except for compulsory situations such as interns and trainees, the minimum age determined by national and international laws is taken into consideration..

Discrimination (Egalitarian Approach)

Our business values all its employees and their contributions. It has a deep-rooted commitment to stand against discrimination and ensure equal opportunities. As management, we are committed to maintaining our organization as one free from discrimination or physical or verbal harassment on the basis of race, sex, color, nationality, social origin, religion, age, disability, political opinion or any other status protected by applicable law. The selection of personnel for our business is based on minimum qualifications such as vacant position, education, interests, skills, work experience.

Ethical Business Behaviour

Our business does not tolerate any form of corruption, fraud, embezzlement or bribery.

Working Hours and Fees (Wage / Salary)

Our business pays its employees competitive wages according to the sectoral and local labor market. Our practices are carried out in full compliance with applicable laws and labor agreements regarding wages, working hours, overtime and fringe benefits. We offer our employees opportunities to develop their skills and capacities and support these efforts by providing opportunities for advancement whenever possible.

Health and Safety

Our business ensures the creation and protection of a safe and healthy workplace environment. The Company aims to minimize the risk of accidents, injuries and exposure to all kinds of factors that threaten health and to ensure the continuity of our employees by creating a safe, healthy and productive work environment. In our business, care is taken to provide a workplace environment free from violence, harassment, threats, abuse and disturbing conditions. All occupational health and safety rules regulated by the legal legislation are applied in our business.

Engagement with Society and Stakeholders

Our business is committed to establishing a bond with its stakeholders on the basis of goodwill by listening to their views, obtaining information from their views and taking their views into consideration. In this context, it determines employee representatives in accordance with the legal legislation, creates an environment where employees can discuss their problems with the representatives and allows them to submit their suggestions in writing to the suggestion boxes.

It commits to establish a dialog with its stakeholders, where appropriate, on issues related to the workplace and workplace rights within its sphere of influence.

Employment of Foreign Nationals (Employment of Foreign Workers)

Employment contracts for foreign national employees who are/will be employed in our enterprise in accordance with our laws are drawn up in the language they understand. All personnel transactions from recruitment to termination of employment are carried out in accordance with the legal regulations in force. In no case can the worker be employed by being indebted. The legal rights of foreign workers to work are protected by our company. Our company does not employ illegal workers.

Rest Days and Holidays

Our employees are not deprived of rest and vacation days within the framework of their legal rights. Rest rights are provided in accordance with the legal legislation.

Recruitment and Employment

Open positions needed by the company management are identified and hired by the company management in accordance with the law and within the framework of certain rules (egalitarian approach, leave, wages, vacation, employment contract, etc.).

Employment Contract (Employer Contracts)

An "Indefinite Term Employment Contract" is prepared between our company and the person to be employed, in accordance with the workplace and the law and containing the conditions offered to the candidate personnel. "Indefinite Term Employment Contract and Overtime Consent" is signed by the personnel who accept to start working. A copy of the employment contract is given to the employee in return for signature, and all the rules and regulations required by our business and work are transferred to the relevant personnel through orientation training.

Work and Worker Discipline

Disciplinary rules determined by the disciplinary board are applied by our company in order to ensure disciplined work. The Company may not impose wage deduction sanctions in any way to discipline its employees. All our employees carry out their work by acting in accordance with the work rules instructions.

Environmental Protection

We manage the environmental impacts that may arise from all our activities with a sense of responsibility. We identify and implement all kinds of improvement and development activities that will eliminate or minimize environmental impacts in all our activities and use natural resources in the most efficient way.

All principles contained in this policy document are put into practice with the necessary arrangements and the level of implementation is audited by the relevant units. We consider the success of our business in social responsibility practices as an important criterion in the evaluation of our company performance. This policy document has been prepared to share with all our employees, stakeholders and business partners a clear commitment that our company will fulfill all its responsibilities for a better world and future.

Within the scope of our Social Management System, our employees, suppliers, customers and all our stakeholders can send us their complaints, requests, opinions and suggestions through any of the following communication channels.

E-mail : coneco@conecopack.com

Phone : 90 212 274 21 00

Adress : Ulaş OSB Mah. D100 Cad. NO:10 Ergene 2 OSB, ERGENE/TEKİRDAĞ/TÜRKİYE

CONECO PACKAGING
GENERAL MANAGER

SIGN

