

## **AKMERKEZ GYO HUMAN AND EMPLOYEE RIGHTS POLICY**

As Akmerkez, we host many “firsts” with carefully considered details for our visitors and guests. We place importance on sustainability, shape our activities with the aim of being one of these “firsts,” and act with a people-centered approach. In line with the Human and Employee Rights Policy we have developed, we are committed to:

- Adopting the “Universal Declaration of Human Rights” and the “United Nations Guiding Principles on Business and Human Rights,”
- Ensuring full compliance with all national and international laws, standards, and certifications we are subject to,
- Prohibiting any form of forced labor, including modern slavery, and child labor within our organization, and taking these factors into consideration when selecting and working with our suppliers,
- Ensuring no discrimination among our employees based on language, race, nationality, color, social class, age, gender, sexual orientation, political and philosophical views, ethnic origin, religion, sect, disability, marital status, participation in association activities and membership, pregnancy, military service, or similar factors, and not allowing any form of discrimination,
- Treating all our stakeholders equally in line with the principle of equality,
- Providing our employees with a safe and healthy working environment,
- Taking necessary measures to protect the personal data of employees, customers, and third parties by implementing the technical and administrative measures outlined in the “Personal Data Protection Guide” (KVKK),
- Sharing our policy publicly through our corporate website and informing all stakeholders through this channel,
- Ensuring that all employees have a role in the effective implementation of the Human and Employee Rights Policy, with the responsibility resting with the Sustainability Committee, reviewing the policy and management system at least once a year, and making improvements and updates as necessary,
- Enforcing this policy with the approval of the Board of Directors.

**Akmerkez GYO Board of Directors**