

# Policy Statement on Labour and Human Rights

POL.12

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## POLICY STATEMENT ON LABOUR AND HUMAN RIGHTS

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We are committed to the principles of the Constitution of the Republic of Türkiye, the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Convention, and international laws:

- We comply with legal obligations and meet stakeholder expectations in all our activities.
- We provide a reliable, equal and transparent working environment which values diversity.
- We recruit based on professional capabilities and qualifications, without discrimination.
- We respect stakeholder rights in all interactions.
- We create an environment for employees to express opinions, address requests and complaints and support their development, through equal training opportunities.
- We ensure employees work in suitable positions, according to their competencies and experience.
- We support and increase female employment by providing equal opportunities.
- We respect employees' rights to unionize and bargain collectively, as per legal regulations.
- We ensure a safe working environment for all employees, aiming for zero work accidents and no occupational diseases.
- We prohibit any form of harassment in the workplace or during business activities.
- We establish systems to prevent modern slavery, child labour and human trafficking in our operations and supply chain, with a zero-tolerance approach.
- We communicate this policy to our employees and stakeholders, embed it in our company culture, and work to ensure stakeholders in our supply chains do the same.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and [wespeakup@wesoda.com](mailto:wespeakup@wesoda.com). We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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