

## **SOCIAL COMPLIANCE POLICY**

With our values, which are the building blocks of our corporate culture, we adopt as our basic management approach to act with a sense of social responsibility towards our employees, society and the environment in all our activities.

We believe that our main value is our human resources in order to increase the competitiveness of our customers by offering high quality and creative products, solutions and services with sustainable growth.

We fully fulfil the personal rights of all our employees in accordance with the laws of all countries where we operate within the framework of human rights and global principles.

We direct all our activities within the scope of our Occupational Health and Safety policy to create a safe and healthy working environment.

With our humanitarian, sincere and modest approach, we encourage the behaviour of employees towards each other in this direction.

We support teamwork and co-operation; we encourage being hardworking, disciplined, meticulous and patient.

We treat our employees honestly and fairly in all activities we carry out within the corporation and as a corporation; we do not accept discrimination based on language, race, colour, gender, religion, sect, political opinion, age, physical disability and similar reasons.

We take all necessary measures within the scope of our activities "for the protection of the health" of our employees, and we support participation in healthy life programmes.

In all our activities, we realise environmental requirements at the highest level within the scope of our environmental policy.

We direct our activities with an awareness of sensitivity that exceeds legal obligations on environmental issues.

We recognise the reduction of environmental impacts and the protection of energy and natural resources as our priority in our product and process designs, in all our activities and as one of our most important duties for a sustainable world.

Within the framework of our social responsibility; the full implementation of the above-mentioned principles is our expectation from all our employees, suppliers and all institutions and organisations we cooperate with and our primary business goal.

We support raising awareness on social issues through our training programmes.

**A-Plas Genel Otomotiv Mamulleri San. ve Tic. A.Ş.**

**Chairman of the Board**

Ahmet Agaoglu