



04.12.2020

SAB OTOMOTİV YEDEK PARÇA METAL MAKİNA SAN. VE TİC. A.Ş.

CORPORATE SOCIAL RESPONSIBILITY POLICY

As SAB Otomotiv, we are sensitive to the traditions and cultures of our country and other countries, human rights, equality and justice principles. We are against forced labor and human trafficking.

We do not accept discrimination in language, race, color, sex, political thought, belief, religion, sect, age, physical disability and similar reasons within our company.

We believe that all of our employees have the right to work in a healthy and safe environment in accordance with human dignity.

We ensure that our employees' personal rights are fully and accurately used. Child labor is not employed in our company.

Employees' wages and benefits, working hours are guaranteed in accordance with the law. The regular working hours per week is 45 hours, not exceeding 60 hours including overtime. Our company does not perform forced labor.

Modern day slavery, including forced, bonded or compulsory labor and human trafficking is strictly prohibited.

We treat employees honestly and fairly, and commit to a non-discriminatory, safe and healthy working environment. Subject to subjective evaluations in recruitment and work placements, we do not allow discrimination.

Our employees can communicate with their senior management without prejudice to any negative consequences on their working conditions. Our employees have the right to freedom of association and collective bargaining in accordance with the law.

In our company which has ISO 14001 Environmental Management System, we manage the environmental impacts that may occur as a result of our activities with responsibility, and we implement and support all kinds of improvement and development works to minimize environmental impacts. Our company provides support to all kinds of activities that will help the development and expansion of environmentally friendly technologies and increase environmental awareness inside and outside the company.

It is against the ethical rules of SAB Otomotiv to obtain unfair gains from individuals and organizations, to take bribes and to give bribes for whatever purpose.

All employees are obliged to comply with SAB Otomotiv 's ethical rules in their activities.

**Chairman of the Board
Bahattin KIRBOĞA**