

## SOCIAL RESPONSIBILITY POLICY

AS KROMAN ÇELİK SAN. A.Ş, WE ACT IN ACCORDANCE WITH THE PRINCIPLE OF PUTTING PEOPLE FIRST IN ALL OUR ACTIVITIES WITH A SENSE OF SOCIAL RESPONSIBILITY. FOR THIS PURPOSE:

- WE CREATE A FAIR, HEALTHY, AND SAFE WORKING ENVIRONMENT IN WHICH EVERYONE IS RESPECTED AND WORKS UNDER EQUAL CONDITIONS WITHOUT DISCRIMINATION.
- WE ACT IN COMPLIANCE WITH ALL RELEVANT LEGAL REGULATIONS AND INTERNATIONAL STANDARDS.
- WE STRICTLY PROHIBIT DISCRIMINATION ON THE BASIS OF RELIGION, LANGUAGE, RACE, COLOR, ETHNICITY, POLITICAL VIEWS, AGE, MARITAL STATUS, GENDER, PHYSICAL DISABILITIES, OR ANY OTHER SIMILAR REASONS WITHIN THE COMPANY.
- WE PROVIDE A SAFE AND HEALTHY WORKING ENVIRONMENT FOR OUR EMPLOYEES WITH OUR OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM.
- WE MANAGE THE ENVIRONMENTAL IMPACTS THAT MAY ARISE FROM OUR OPERATIONS AND TAKE NECESSARY MEASURES WITH AWARENESS OF OUR ENVIRONMENTAL RESPONSIBILITIES THROUGH OUR ENVIRONMENTAL MANAGEMENT SYSTEM.
- WE WORK TOWARDS CONTINUOUS IMPROVEMENT BY ADDRESSING COMPLAINTS AND SUGGESTIONS FROM OUR INTERNAL AND EXTERNAL STAKEHOLDERS.
- WE APPLY A FAIR WAGE POLICY TO ALL OUR EMPLOYEES AND STRIVE TO PROVIDE EQUAL OPPORTUNITIES FOR CAREER DEVELOPMENT TO HELP THEM PROGRESS.
- WE ENSURE THE FREEDOM OF ASSOCIATION FOR OUR EMPLOYEES WITHIN THE SCOPE OF LABOR LEGISLATION.
- WE DO NOT EMPLOY STAFF INVOLUNTARILY, BY FORCE, OR UNDER THE LEGAL MINIMUM AGE.
- WE CARRY OUT APPROACHES TO ENSURE THAT OUR SUPPLIERS AND STAKEHOLDERS ACT IN ACCORDANCE WITH THE INTERNATIONALLY ACCEPTED STANDARDS WE ADOPT IN THE FIELD OF SOCIAL RESPONSIBILITY AND PAY ATTENTION TO THE IMPLEMENTATION OF THESE APPROACHES.

WE WORK TO MEET THE SOCIAL EXPECTATIONS AND NEEDS OF ALL OUR STAKEHOLDERS WITH THIS SOCIAL RESPONSIBILITY POLICY.



AYDIN ÖZGEN  
GENERAL MANAGER

09.12.2022