

WORKING CONDITIONS AND HUMAN RIGHTS POLICY

Bant Boru accepts acting with the awareness of social responsibility in all its activities as a part of its values such as modesty, respect for human and being close to public as one of the fundamental and constant factors of its management mentality.

As Bant Boru; we determine our sense of social responsibility and our priorities in this subject by considering the best applications and attitudes that shall be beneficial for the society and environment. Bant Boru aims to develop providing benefit to public as a social attitude in all its activities which it has done so far and will do. Within this context; our goal is for all our stakeholders including our employees, customers, and suppliers, stakeholders to understand and adopt our Working Conditions and Human Rights Policy.

Principles that we took as basis while creating our Working Conditions and Human Rights Policy are defined below;

- As a signatory of the United Nations Global Compact, Bant Boru does not allow child labor at any stage of its activities under no circumstances.
- Forced, bonded (including debt bondage) or indentured labor/labour, involuntary prison labor/labour, and slavery or trafficking of persons never allowed in Bant Boru.
- As Bant Boru, we undertake that working hours of our employees shall be arranged within legal limits without any pressure or forcing, no regular and continuous overtime shall be applied and all employees shall have their weekend holidays as being estimated by law.
- Bant Boru meets the legal requirements for the health and safety of all its employees, takes measures required to prevent all occupational health and safety risks of all its employees and supports the developments of its employees with training opportunities and provides the Occupational Health and Safety.
- Bant Boru respects human, constitutional organization, associations and collective bargaining rights.
- Bant Boru employees are free to gather, to state their ideas, to notify our administration and departments about their ideas and suggestions and to be a member of any unity within the scope of their own preferences.
- As a signatory of the Women's Empowerment Principles, Bant Boru provides equal opportunity in employment and commits to equal pay for equal work.
- Bant Boru adopts as a principle to be fair while creating its wages policy, to measure success and performance fairly by means of its performance management system, to contribute to developments of its employees by giving feedbacks to them and to carry out a proper wages policy in comply with market conditions and based on knowledge, skill and competence.
- Bant Boru undertakes to create a reliable, healthy and fair working environment by providing its employees to use all rights in the entire and accurate manner without discrimination.
- There shall be no discrimination in the manner of language, race, gender, religion, age, physical disability, etc made among Bant Boru employees; everyone must be treated equally and fairly.
- Bant Boru develops and promotes inclusive cultures where diversity is valued and celebrated, and everyone is able to contribute fully and reach their full potential, encourages diversity in all levels of workforce and leadership, including boards of directors.
- As Bant Boru, we respect the rights of local communities to decent living conditions; education, employment, social activities; and the right to Free, Prior, and informed Consent (FPIC) to developments that affect them and the lands on which they live, with particular consideration for the presence of vulnerable groups.
- Commissioning or using private or public security forces to protect the business project if, due to a lack of training or control on the part of the company, the deployment of the security forces may lead to violations of human rights are not allowed.
- To minimize environmental effects that could be occurred in all our activities and to manage our business processes in comply with standards stated by laws and avoiding forced eviction and the deprivation of land, forests and waters in the acquisition, development or other use of land, forests and waters are essential.
- In Bant Boru; harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor a threat of any such treatment is not acceptable.
- The required applications and studies are supported in order for all our business partners; especially our suppliers to act in comply with Bant Boru standards and principles in fields of working conditions, human rights and social responsibility.

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