

Human Rights Policy

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At BozBros, we believe in the importance of adding value to our stakeholders, society, and the environment as we aim to maintain our leading position in the sector and grow into a national and global brand starting from the local level. Understanding the significance of aligning with global standards for sustainability, we adopt an approach that prioritizes both environmental and social sustainability, with a commitment to leaving better resources for future generations. We are dedicated to creating and maintaining a positive and professional work environment for our employees. In this context:

- We ensure that our recruitment, promotion, career development, compensation, benefits, and diversity practices are in line with national and international ethical principles.
- We promote women's participation in the workforce and aim to guarantee gender equality in opportunities through our human resources policies, with the goal of increasing female employment.
- In structuring the work environment and working conditions, we strive to support the needs of working parents to help them achieve a better work-life balance.
- As a company, we are committed to being a socially responsible and reliable employer for our employees.
- We respect the right of workers to unionize and organize.
- We stand firmly against all forms of violence, whether in the workplace or in our employees' personal lives, including domestic violence and violence toward animals or nature, and we aim to educate our employees on these issues.
- We prioritize respect for the rights of local communities in the regions where we operate and take measures to prevent rights violations.
- We enforce a zero-tolerance policy against forced labor, child labor, discrimination, and harassment.
- We commit to ensuring that the issues outlined in this policy are monitored at the highest levels within our company and to communicating this policy to all our employees and business partners.

International Human Rights Standards: BozBros prioritizes the following international standards and principles regarding human rights:

- United Nations Guiding Principles on Business and Human Rights (2011)
- United Nations Global Compact (2000)
- ILO Declaration on Fundamental Principles and Rights at Work (1998)
- Women's Empowerment Principles (2011)
- OECD Guidelines for Multinational Enterprises (2011)

Respect for Human Rights and Equal Treatment

BozBros operates in full compliance with the Universal Declaration of Human Rights and the ILO's Fundamental Principles and Rights at Work in all of its activities. Accordingly:

- We enforce a zero-tolerance policy for any form of discrimination based on race, gender, religion, language, age, disability, sexual orientation, or political opinion. We encourage all our employees and business partners to create a fair and respectful work environment.
- Employing individuals from different cultures, backgrounds, and experiences is a core policy at BozBros. We evaluate candidates solely based on their talents and the job requirements during the hiring process.

Prevention of Child Labor and Forced Labor

BozBros maintains a zero-tolerance policy against child labor and forced labor. Accordingly:

- We are committed to not employing workers under the age of 18, adhering to all relevant legal regulations, particularly the Labor Law No. 4857, and international labor standards in all our business processes. We consider this policy, which respects employee rights and prevents child labor, as part of our vision of fostering a sustainable and responsible business culture.
- BozBros takes a firm stance against all forms of forced labor. We ensure that all of our business processes are carried out voluntarily, without any threat, coercion, or deception. We expect our business partners, suppliers, and subcontractors to adhere to the same standards and comply fully with national and international laws.

- We regularly audit our supply chain to ensure there are no practices involving forced labor. If any violations are detected, corrective measures are taken immediately, and business relationships may be terminated if necessary.

Please refer to BozBros' Child Labor Policy for detailed information.

Working Conditions and Wage Policy

- Protecting the health and safety of our employees is our top priority. We take all necessary measures to ensure safe and healthy working conditions in all our work areas and fully comply with the relevant regulations in this regard.
- We fully comply with legal working hours and wage standards in all the countries where we operate. We emphasize rest periods to help our employees maintain a healthy work-life balance. Wages are determined in accordance with local laws, collective bargaining agreements, and industry standards.

Right to Unionize and Organize

BozBros guarantee the rights of all employees to form unions, organize, and join such unions; and to maintain industrial peace.

- Employees may engage in union activities outside of working hours or during working hours with the employer's permission. The employer shall not discriminate against employees, engage in mobbing, or exert any form of pressure on employees due to their union activities.
- The employer shall provide a suitable and safe environment for unions to meet with employees. The employer shall facilitate union representatives' access to employees. Employees cannot be dismissed or subjected to any other adverse employment action due to their union activities. In the event of such an occurrence, employees may exercise their legal rights.
- The employer is responsible for complying with this policy, protecting employees' union rights, and maintaining industrial peace. Employees are responsible for exercising their union rights in accordance with the law and this policy. Unions are responsible for protecting and promoting the rights of employees and cooperating with the employer.

Zero Tolerance for Harassment and Violence

BozBros does not tolerate any form of harassment or violence that could harm the personal dignity of our employees. Any form of physical, verbal, sexual, or psychological harassment and bullying is strictly prohibited. We take all necessary measures to ensure that the working environment is safe and respectful.

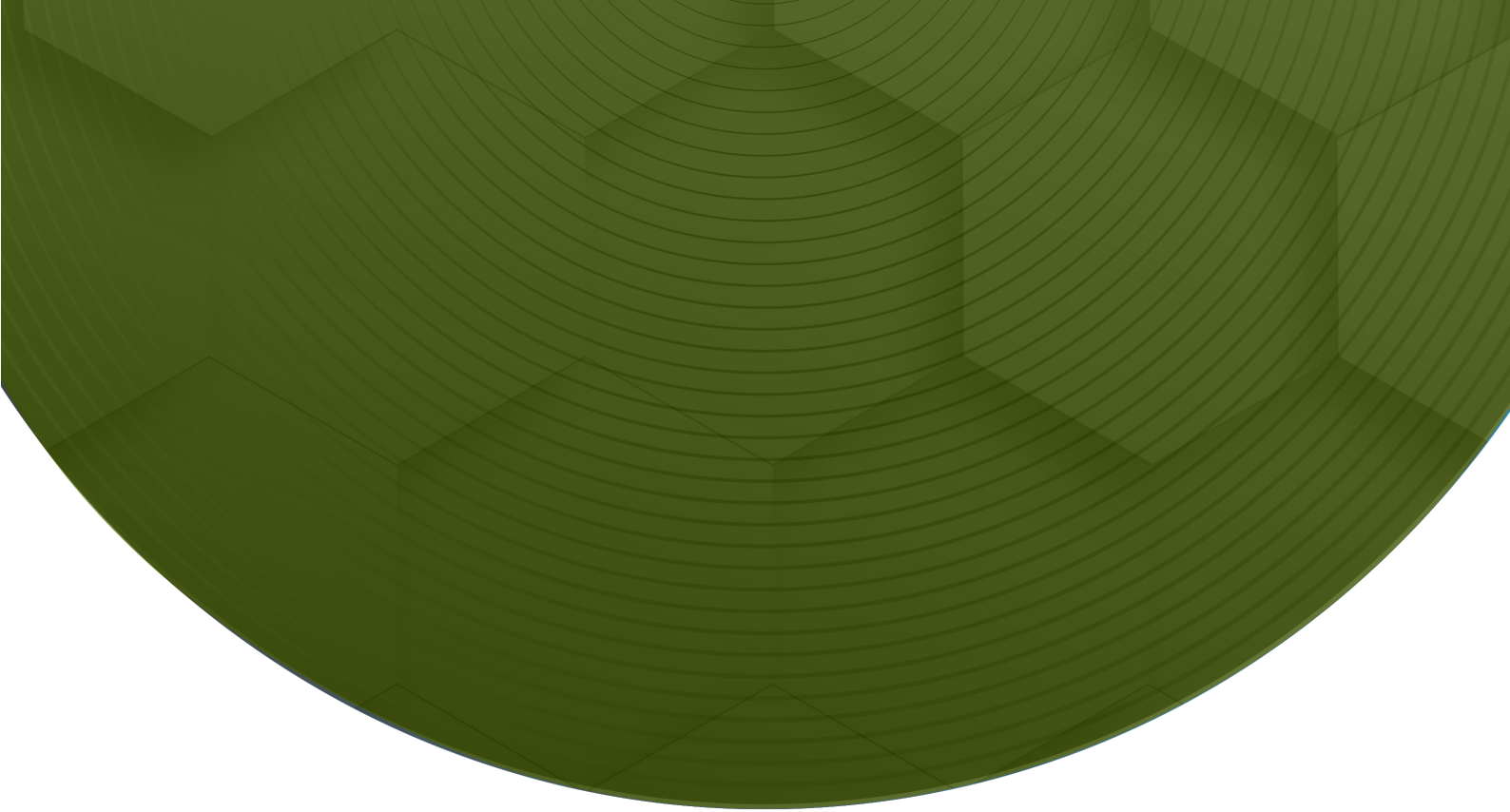
Personal Development and Training

We offer continuous learning and development opportunities to help our employees maximize their potential. Through internal and external training programs, we support our employees in developing their skills. We consider human resources our most valuable asset and provide ongoing education and development opportunities to support our employees' career growth.

Data Privacy BozBros applies high data privacy standards to protect the personal information of its employees. These standards are applied in full compliance with the relevant local and international regulations. Employees' personal data are processed by authorized personnel only, following the principles of security and confidentiality.

Political Activities BozBros respects the legal and voluntary political activities of its employees. However, we make it clear that such activities should be conducted outside of working hours and that company resources should not be used for this purpose.

BozBros Board of Directors



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