

Document No	P-08
Publish Date	5/30/2025
Revision No	0
Revision Date	-

## HUMAN RIGHTS POLICY

Respect for human rights is a core value of Arkem Kimya San. ve Tic. A.Ş. We work to act in accordance with human rights in our relations with our employees, customers, suppliers, business partners and the communities in which we operate, and to encourage them to be sensitive about this issue. This Policy is guided by the Universal Declaration of Human Rights, the United Nations (UN) Global Compact, the UN Convention on the Rights of the Child, the Fundamental ILO Conventions, the OECD Guiding Principles for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and national laws.

This policy is in line with our Code of Ethics and Working Principles, which include ethical principles and standards of conduct in business life that apply to employees and all business partners within Arkem Kimya and its affiliated companies. Arkem Kimya also expects its suppliers and business partners to implement these principles, encourages them to do so and wants them to adopt similar policies in their own businesses. As the Board of Directors;

- To identify and prevent human rights risks to our operational activities and stakeholders in our value chain,
- If we identify adverse human rights impacts resulting from our business activities, we will provide remediation in a fair and reasonable manner and cooperate in remediation,
- While conducting our operations, we aim to create an inclusive communication environment with all our stakeholders, including vulnerable and disadvantaged groups, where their concerns and expectations regarding human rights can be expressed openly and their views are respectfully listened to and taken into consideration,
- To support the search for common solutions on issues related to human rights by establishing a constructive dialogue with civil society organizations and relevant stakeholders when necessary,
- To adhere to the principle of equal opportunity while forming the basis of all human resources processes,

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Elemanı	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bölümü Genel Müdürü

Document No	P-08
Publish Date	5/30/2025
Revision No	0
Revision Date	-

- To make all decisions such as recruitment, job assignments, development opportunities, training, compensation and promotion with objective criteria in line with the competencies, performance, skills and experiences of individuals,
- To bring tolerant employees with different life stories, cultural backgrounds and perspectives to our organization, to support their development and to retain them in the company in the long term,
- To act with a zero tolerance principle against discrimination, harassment and disrespect based on race, gender, color, national or social origin, ethnic origin, belief, age, disability, sexual orientation, gender identity, political opinion or any other legally protected status,
- Not tolerating disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind, regardless of personal characteristics or situation,
- To respect the right of our employees to join, form or participate in a labor union without fear of reprisal, intimidation or harassment,
- To respect our employees' right to express their thoughts freely in the work environment and to prevent any attitude, behavior or practice that may prevent the exercise of this right,
- To create the necessary communication channels, participatory platforms and supportive mechanisms so that our employees can share their views and ideas openly, in a safe and respectful environment,
- To provide a safe and healthy working environment in our areas of activity and to fully comply with the applicable occupational health and safety legislation, relevant regulations and internal company standards,
- To protect the health and safety of not only our employees but also all our guests and business partners who visit our company,
- To identify and solve risks that may cause accidents, injuries and health problems by consulting with our employees, and to provide and maintain a healthy and productive workplace environment,
- To adopt a zero tolerance policy against all forms of forced labor and human trafficking, not to employ any employee against their will or under pressure, and to carry out all employment processes on a voluntary basis, with fair working conditions and equal opportunities.

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Elemanı	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bölümü Genel Müdürü

Document No	P-08
Publish Date	5/30/2025
Revision No	0
Revision Date	-

- To prevent practices that are incompatible with our company's values and ethical principles, such as prison labor, bonded labor, compulsory military service, modern forms of slavery and human trafficking,
- In accordance with the standards defined in the “Declaration of Fundamental Principles and Rights at Work” of the International Labor Organization (ILO), not to employ individuals under the age of 18 in heavy and hazardous work, and not to employ any individuals under the age limits defined within the framework of local legislation and international norms,
- To carry out the necessary controls to prevent child labor not only in our own operations but also throughout the supply chain and to ensure that our business partners show the same sensitivity,
- To establish a competitive and fair wage policy in line with sectoral dynamics and local labor market conditions,
- To carry out all our operations in full compliance with the current legal regulations regarding working hours, overtime, remuneration and fringe benefits,
- To protect the work-life balance of our employees and to provide a healthy, safe and supportive working environment in line with our people-oriented approach,
- We are committed to providing our employees with opportunities to develop their talents and potential and to advance.

The Ethics and Compliance Committee and the Sustainability Committee appointed by the Board of Directors are responsible for the implementation and monitoring of this policy. The Human Rights Policy is reviewed by the Ethics and Compliance Committee and the Sustainability Committee at least once a year in terms of its currentness and effectiveness. Any revisions deemed necessary are submitted to the Board of Directors for approval and put into effect. Once put into effect, it is published on the website and QDMS and made accessible to all stakeholders.

The quantitative targets determined by the Ethics and Compliance Committee and the Sustainability Committee within the scope of our Human Rights Policy are defined in detail in the FR-116 Strategic Sustainability Targets (<https://www.arkem.com.tr/kurumsal/degerler/stratejik-surdurulebilirlik-hedefleri/>) document, which is an integral part of this policy.

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Elemanı	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bölümü Genel Müdürü

Document No	P-08
Publish Date	5/30/2025
Revision No	0
Revision Date	-

For detailed notifications and feedback, you can contact the Ethics and Compliance Committee at [etik@arkem.com.tr](mailto:etik@arkem.com.tr) or the Sustainability Committee at [sustainability@arkem.com](mailto:sustainability@arkem.com) .

**Arkem Kimya Sanayi ve Ticaret A.Ş. Chairman of the Board**

**Levend Kokuludağ**

HAZIRLAYAN	KONTROL EDEN	ONAYLAYAN
SEÇ-K ve Sürdürülebilirlik Elemanı	SEÇ-K ve Sürdürülebilirlik Yöneticisi	Performans Kimyasalları Bölümü Genel Müdürü