



**ERDEMOĞLU  
HOLDİNG**

# **Our Social Policy**



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## Erdemoğlu Holding A.Ş.

### Social Policy

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#### PURPOSE AND SCOPE

Erdemoğlu Holding Anonim Şirketi (“Erdemoğlu Holding”) adopts acting with a sense of social responsibility as one of the fundamental principles of its management approach, as an indicator of the value it places on people in the course of its activities. Our social policy encompasses our responsibility towards our employees, stakeholders, society, nature, and the environment, based on a respectful, humble, fair, transparent, and accountable approach.

#### OUR PRINCIPLES

Our social policy is based on the following principles;

- ▶ To treat all our stakeholders equally, without discrimination on the basis of language, religion, or race, in line with universal human rights, ethical principles, and Turkish traditions and culture,
- ▶ To implement projects that contribute to social development without pursuing personal interests, by primarily taking into account the needs and expectations of the regions in which we operate,
- ▶ To carry out our donations independently and with due regard to social benefit, without aiming to provide any benefit or advantage to any individual or institution.

#### OUR RESPONSIBILITIES

##### OUR RESPONSIBILITIES TOWARDS OUR EMPLOYEES

In line with the value Erdemoğlu Holding places on people, our employees are our most valuable asset.

Our employees enjoy freedom of thought and belief. No discrimination is practiced on the grounds of language, religion, race, gender, social class, or similar characteristics.

All our employees are employed in positions appropriate to their education and competencies, in accordance with the principle of equality.

Our Company complies with the requirements of the laws of the Republic of Türkiye to ensure the health and safety of all employees, takes the necessary measures to prevent health and safety risks, and supports the development of our employees through various training opportunities. In this way, occupational health and safety are ensured.

Employees may submit their requests and complaints to the management, and the matters communicated are carefully reviewed by the management and resolved in a manner consistent with justice and equity.

The minimum working age is determined in accordance with the laws of the Republic of Türkiye, and the employment of child labor is not permitted.

Working hours are arranged in compliance with the provisions set forth under the laws of the Republic of Türkiye.

Our remuneration policy is structured fairly, based on our employees' competencies, responsibilities, and performance.

### **OUR RESPONSIBILITIES TOWARDS OUR STAKEHOLDERS**

Our approach towards our stakeholders is based on the principles of respect, justice, integrity, and courtesy, in line with the principle of our Honorary Chairman, the late Mehmet Erdemoğlu, "Consider others as yourself; look at them accordingly." In our relations with our stakeholders, we act with a transparent and accountable sense of responsibility, with the aim of creating value.

### **OUR RESPONSIBILITIES TOWARDS SOCIETY**

We exercise due care and sensitivity to respond to social needs, with priority given to the regions in which we operate. As Erdemoğlu Holding, we aim to contribute to social development by providing aid and donations to both natural persons and non-governmental organizations, associations, foundations, universities, and public institutions and organizations in the fields of education, culture, health, art, environment, and sports.

In line with the principle of our Honorary Chairman, the late Mehmet Erdemoğlu, of systematically creating value by sharing a certain portion of what he earned with society, the Mehmet Erdemoğlu Foundation has been established. In this context, we approach each and every activity we carry out, from the local to the national level, with the same level of care and sensitivity.

### **OUR RESPONSIBILITIES TOWARDS NATURE AND THE ENVIRONMENT**

With the awareness that every activity we carry out has environmental impacts, we manage our processes with this awareness and adopt an environmentally friendly approach. While conducting our activities in compliance with the legislation in force in the Republic of Türkiye to ensure the protection of nature and the environment, we also take international standards into consideration.

In the production activities carried out within Erdemoğlu Holding, we adopt the sustainable, efficient, and economical use of natural resources such as water and energy, and strive to keep our consumption at low levels. We consider reducing our carbon footprint as much as possible to be a primary objective. Sustainability is an indispensable principle for our Group. In this regard, we are increasing our efforts in the use of renewable energy sources and in energy efficiency.

In our production facilities, our practices regarding resource use and energy efficiency are based on source reduction, waste recovery, and the use of renewable energy. We aim to analyze and continuously improve all processes.

We approach all our stakeholders and society with respect in matters relating to environmental protection, and we fulfill our environmental responsibilities by taking into account their needs and expectations.

Within this framework, one of our fundamental principles in the activities we carry out is to ensure that human and animal rights are not violated.

### **OUR RESPONSIBILITIES TOWARDS LAWS AND REGULATIONS**

We comply with the legislation in force in the Republic of Türkiye and demonstrate sensitivity to traditions and cultures in all regions in which we operate. We act in accordance with legal regulations in all our activities. By taking internationally recognized norms and standards, as well as best practice examples, as our guide, we carry out our activities with a strong sense of responsibility.