



HUMAN RIGHTS AND CODE OF CONDUCT POLICY

Budin Akarca Mürekkep ve Boya San. Tic. A.Ş. recognizes respect for human rights as one of its fundamental values in all of its operations. This policy has been prepared in line with the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions, and the BSCI Code of Conduct, and it applies to all parties associated with the company, including employees, managers, suppliers, and business partners. Our company is committed to providing a safe working environment where the dignity and fundamental freedoms of all stakeholders are respected, and where ethical values and integrity form the basis of all activities.

1. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

Our company does not tolerate discrimination based on race, language, religion, ethnic origin, gender, age, disability, political opinion, or any other status. Equal opportunities are provided to all employees, and the principle of “equal pay for equal work” is adopted.

2. PREVENTION OF HARASSMENT AND ABUSE

Physical, psychological, or sexual harassment, mobbing, bullying, or any form of disrespectful behavior is strictly prohibited. Our company is committed to ensuring a safe, respectful, and inclusive working environment.

3. FORCED LABOUR AND HUMAN TRAFFICKING

All forms of forced labour, bonded labour, work under threat, or human trafficking are strictly prohibited. Employees work voluntarily and under fair conditions.

4. PREVENTION OF CHILD LABOUR

Our company strictly prohibits child labour and fully complies with the minimum age requirements defined by applicable laws and regulations.

5. WORKING HOURS AND WAGES

Working hours, overtime practices, and wage policies are fully compliant with applicable national legislation and relevant industry standards.



6. HEALTHY AND SAFE WORKING ENVIRONMENT

Our company prioritizes the health and safety of its employees. Risks are identified and necessary preventive measures are taken in accordance with occupational health and safety legislation.

7. EMPLOYEE REPRESENTATION AND PARTICIPATION

Our company acts in accordance with legal regulations regarding employees' rights to freedom of association and representation.

8. ENVIRONMENTAL RESPONSIBILITY

While conducting its operations, our company aims to minimize environmental impacts, use natural resources efficiently, and support sustainability.

9. ETHICAL BUSINESS PRACTICES

Bribery, corruption, conflicts of interest, or any unethical business practices are not permitted. Our company operates in line with the principles of honesty and transparency.

10. SUPPLIERS AND BUSINESS PARTNERS

Our company expects its suppliers and business partners to act in accordance with this policy and the BSCI Code of Conduct.

11. COMPLAINT AND REPORTING MECHANISM

Employees or stakeholders may report situations they believe to be violations of this policy to the company management. All reports are evaluated in accordance with the principle of confidentiality.

12. COMMUNICATION AND PARTICIPATION

Our company is committed to maintaining open, honest, and transparent communication with employees at all levels. Mechanisms that allow employees to express their opinions, suggestions, and requests are actively maintained. This policy is communicated to all stakeholders, and regular awareness activities are conducted.



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IMPLEMENTATION AND RESPONSIBILITIES

All managers and employees are responsible for the implementation of this policy. Violations of the policy may be subject to disciplinary procedures.

At Budin Akarca, we view human rights not merely as a set of rules but as an integral part of our corporate culture. We are committed to fulfilling all responsibilities to ensure a dignified, safe, and respectful working environment.