

1. INTRODUCTION AND COMMITMENT

As Girişim Elektrik A.Ş., respecting human rights in every area we operate is one of our core values. We place human dignity at the center of our way of doing business and support the universal access to human rights of all our employees, business partners, suppliers, and the communities in which we operate.

Our company is committed to international principles such as the United Nations Universal Declaration of Human Rights, the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the Women's Empowerment Principles (WEPs).

This policy applies to all units of Girişim Elektrik A.Ş., its subsidiaries, and all areas of activity both in Turkey and abroad. Additionally, our business partners and suppliers are expected to comply with the principles of this policy, and provisions reflecting this are included in our contracts accordingly.

2. GENERAL PRINCIPLES

- Respect for human rights and responsibility is an integral part of all our business processes.
- A preventive approach is fundamental; risks that may cause human rights violations are proactively identified, assessed, and eliminated.
- The policy is communicated to all our employees and shared openly with the public.

3. SCOPE OF THE POLICY AND OUR BASIC COMMITMENTS

3.1. Discrimination and Equality

- No discrimination is made on the grounds of race, color, gender, age, religion, language, political opinion, marital status, disability, sexual orientation, social status, or similar reasons.
- Actions are taken based on the principle of equal opportunity. All employees are provided equal pay for equal work and equal career opportunities.
- Female employment is supported; achieving gender balance in decision-making mechanisms is encouraged.

3.2. Diversity and Inclusivity

- Our work environments are designed as inclusive structures where different cultures, opinions, and identities can work harmoniously.
- A respectful corporate culture is established where everyone can freely express themselves.

3.3. Child Labor and Forced Labor

- All forms of child labor and forced labor are strictly prohibited.
- Employment of individuals under 18 years old in heavy and hazardous work is prohibited in accordance with international standards.
- Regular inspections are conducted regarding this issue within our supply chain.

3.4. Freedom of Association

- The right of our employees to establish a union, to join or not join a union, and to collective bargaining is respected.
- It is essential to maintain a constructive and open dialogue with their representatives.

3.5. Occupational Health and Safety

- All our employees are ensured to work in safe, healthy, ergonomic, and satisfactory environments.
- Potential risks are identified in advance to prevent occupational accidents and work-related illnesses.

3.6. Zero Tolerance for Harassment and Mistreatment.

- All forms of verbal, physical, psychological, or sexual harassment, bullying (mobbing), mistreatment, and intimidation are strictly prohibited.
- Violations are immediately investigated, and appropriate disciplinary procedures are applied.

3.7. Working Conditions

- Working hours, rest periods, and wages are regulated in accordance with national legislation and sectoral collective agreements.
- Work-life balance is considered; supportive practices are developed for employees who are parents.

3.8. Environmental Human Rights

- The right of access to natural resources such as water and soil is regarded as a part of quality of life.

- In all our activities, principles of minimizing environmental impacts and protecting public health are prioritized.

4. HUMAN RIGHTS IN THE SUPPLY CHAIN

- We expect our suppliers and subcontractors to respect human rights.
- Clauses on compliance with human rights are included in contracts.
- Our supply chain is regularly audited, and corrective/improvement actions are implemented in case of non-compliance.

5. TRAINING, GUIDANCE, AND REPORTING

- All employees are provided with human rights training to raise awareness.
- Violations of human rights can be reported confidentially via the ethics hotline, email, or through managers.
- Employees who report violations are protected against retaliation.

6. CONTINUITY, AUDIT, AND REPORTING

- The Human Rights Policy is regularly reviewed by the Ethics Committee.
- Practices are shared with the public through the annual Sustainability Report.
- In case of discrepancies between policy requirements and national legislation, the provision that offers greater protection of human rights is prioritized.

7. CONCLUSION

Girişim Elektrik A.Ş. commits to building a respectful, fair, and inclusive corporate culture regarding human rights in every region it operates. This policy is not only a commitment but also the foundation of a management approach that is implemented, monitored, and continuously improved.

