



OUR SOCIAL RESPONSIBILITY POLICY

As TEKGRAFİK, with the aim of supporting social, environmental and economic issues that will contribute to all our stakeholders, we undertake:

- **Prevention of Child Labor:** Not to allow or support child labor and to act in accordance with the procedures and principles of child labor,
- **Prevention of Forced and Compulsory Labor:** Not to employ any of our employees under pressure and based on debt in any matter, to employ all our employees in appropriate positions with their own consent under equal conditions,
- **Ensuring Worker Health and Safety:** To fulfill the legal requirements for the occupational health and safety of all our employees, to take all kinds of preventive measures to prevent occupational accidents, to provide our employees with an adequately equipped working environment and all kinds of hygienic facilities to meet their basic needs,
- **Fees and Payments:** To provide all our employees with wages and social rights determined within the framework of the law,
- **Prevention of Discrimination:** To take the ability to do business as a basis when employing our employees, and not to discriminate people based on language, religion, race, gender, social class, pregnancy, marital status and physical disability,
- **Prevention of Abuse and Harassment:** Not to corporately punish, mistreat or harass our employees, and to treat our employees with respect and dignity,
- **Freedom of Representation:** Respect our employees' right to be represented,
- **Prevention of Environmental Pollution:** To set environmentally friendly policies and standards for the prevention of environmental pollution and the protection of nature and to raise awareness of our employees on this issue,
- **Compliance with Laws and Other Obligations:** To carry out our activities in accordance with existing laws and regulations, the rules of our customers and business partners and the quality management systems we voluntarily implement,



- **Preventing Bribery:** Not to accept any gifts and payments that will provide financial gain from all our employees and suppliers under any circumstances and not to make such requests.