



### **SOCIAL RESPONSIBILITY AND ETHICS POLICY**

Tekirdağ Un We carry out the activities of milling cereals and production flour. We aim to continue our activities in accordance with the requirements of the times, honesty and trust together with our employees, customers and suppliers. With the awareness of society, we present our company policy to all our business partners in our production facility, primarily work in accordance with our laws, production procedures and social standards of our customers, and we encourage them to be a partner in this understanding.

With this awareness, our Social Responsibility and Ethics Policy;

- Our organization's working age is as determined by the laws, and child employee is not allowed and supported.
- Our organization does not work employees under any pressure. All employees are worked in appropriate positions with their own consent under equal conditions.
- Unfair competition and bribery etc. that will make business partners suffer is be against practices
- We fulfills the legal requirements for the health and safety of all its employees, takes the necessary measures to prevent all health and safety risks of the personnel, and provides occupational health and safety by supporting their development with training opportunities.
- The working environment of our employees is adequately equipped and opportunities are provided for them to meet their basic needs in hygienic conditions.
- Employees are free to form collective agreements and associations ,as they have all kinds of freedom.
- We regulates its working hours in accordance with the law, does not regularly work overtime and gives its employees one day off per week.
- The wage policy is evaluated according to the knowledge and skills of our employees and payment is no made below the minimum wage.
- Employees in our organization report their requests and complaints to the management by worker representatives, and the solutions of these issues are analyzed and finalized by the management.
- We meet its social responsibility against environmental pollution and protection of nature and raises awareness of its employees on this issue.

We takes all the criteria in the company policy under control by social management and quality management systems and manages it with a modern management system, aiming to continue its activities with all its suppliers and business partners..

**Board Member**  
**25.02.2021**