

**LOTUS TEKNİK TEKSTİL A.Ş.**

DOCUMENT NAME	SCOPE	PROCESS OWNER
Social Compliance Policy	All Personnel	Human Resources Director
<b>RELEVANT MANAGEMENT SYSTEM</b>		
ISO 9001, ISO 50001, FSC, PEFC,		
Document No.: 111.2	Revision No.: 00	Revision Date:
		Issuance Date: 02.01.2020

**OUR SOCIAL COMPLIANCE POLICY**

**Legal Compliance;**

Compliance with all local laws and regulations in effect,

**Preventing Discrimination;**

Employment of personnel on the basis of their capabilities to work rather than race, color, language, creed, ethnicity, political view, marital status, age, or gender; as well as performance of practices such as remuneration, training, and promotion accordingly,

**Wages and Remunerations;**

Ensuring that wages, paid for normal work periods and overtime work, are at the level of legal minimum wage and/or industrial standards,

**Determination of Working Hours;**

Compliance with effective laws and obligations in determination of working hours and observe a volunteer basis in overtime work,

**Ensuring Occupational Health and Safety;**

Establishment of a reasonable, safe, and practical work environment that does not cause any adverse impact on its employees' health by considering them as its most valuable asset, and assumption of responsibility to protect them,

**Prevention of Child Labor;**

Acting in line with the national principles and procedures for employment of child and young workers,

**Prevention of Forced and Involuntary Labor;**

Avoidance of employing forced or involuntary workers, bound by agreement,

**Environment and Environmental Safety;**

Compliance with effective environmental legislation, as well as standards for disposal of garbage and wastes, use and storage of chemicals and other hazardous substances, and practices regarding emissions and waste water,

**Land Use and Deforestation;**

Compliance with laws and regulations on preservation of nature, land use, and deforestation,

**Management Systems;**

Ensuring conduct, continuity, and constant improvement of social compliance, occupational health and safety, and environmental management activities pursuant to effective laws and regulations and applicable standards.

**Behaviors;**

Respect for personality and honor of all personnel, prohibition of harassment and coercion,

**Freedom of Association;**

Respect for the right of all employees to become members of craft unions and workers' associations and to enter into collective bargain agreements,

**Precarious Employment;**

Hire employees based on agreements documented pursuant to the law,

**Binding Work;**

Provide all employees with the freedom to leave their jobs pursuant to the state laws,

**Ethical Business Conduct;**

Zero tolerance for any behavior concerning unethical business, corruption, fraud, embezzlement, or bribery.

Ceyhun ZİNCİRİRAN  
Chairman of the Board of  
Directors

**DEFINITIONS  
AND  
ABBREVIATIONS**

--	--

**REFERENCES**

**ELECTRONIC COPY. UNCONTROLLED COPY WHEN PRINTED OUT.**  
PLEASE REPORT DIFFERENCES IN PRACTICE TO [kalite@lotustekstil.com.tr](mailto:kalite@lotustekstil.com.tr)

**CONFIDENTIALITY CLASS: INTERNAL**