



HUMAN RIGHTS AND EMPLOYEE POLICY

ENDOĞRU MAKİNA is a company that operates in various sectors and continues its services within the understanding of sustainability in a way that provides quality principles and the highest customer satisfaction.

In every service we offer, we prioritize human focus and ethical values in every step we take, and we see it as our priority to create a working environment and ecosystem that contributes to the provision of economic, social and environmental sustainability.

On this basis, in the relations we establish with our employees, customers, business partners and all our stakeholders;

The Constitution of the Republic of Turkey, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Convention on the Rights of Persons with Disabilities and the Convention on the Rights of the Child, ILO (International Labour Organization), to which our country is a party - International Labor Organization) Conventions, United Nations Business and Human Rights Principles, United Nations Global Principles to demonstrate an attitude of fundamental rights and freedoms guaranteed by the United Nations Global Principles, to ensure compliance with the national legislation on working life, we are committed to comply with the following principles and to fulfill our duties to ensure our wholehearted adherence to these principles in our ecosystem.

PRINCIPLES

In ENDOĞRU MAKİNA's own business processes and supply chain, child labor that is considered as dangerous and harmful for children mentally, physically, socially or morally is not allowed.

ENDOĞRU MAKİNA takes all possible measures to comply with national and international legislation regarding the non-employment of child labor.

Only those who want to work with us with their own free will are employed in ENDOĞRU MAKİNA. Any form of modern slavery such as human trafficking, forced labor, forced labor is unacceptable within the body and ecosystem of ENDOĞRU MAKİNA.



ENDOĞRU MAKINA is aware that its employees are the basis of its success. In this direction, in order to create a working environment worthy of human dignity and value;

In the decisions taken among employees on recruitment, promotion, development, etc., gender, religion, language, race, ethnicity, physical appearance, disability status are not taken into consideration.

All kinds of discrimination and harassment that may occur against or between employees are resisted and never compromised in these matters.

The "Rights and Freedoms of Assembly" and "Rights to Establish Trade Unions and to Engage in Trade Union Activities", which are also expressed in the Constitution of the Republic of Turkey, are respected.

Modern working environments are provided, especially ensuring occupational health and safety.

Legal working hours are adhered to and work-life balance is maintained and encouraged.

Measures are taken against all forms of violence in the workplace or at home, and adequate and clear regulations are included in our policies and procedures that constitute the basis of our corporate governance.

Increasing work efficiency, digitizing business processes, facilitating workplace life and access to work tools, finding quick solutions to technical and administrative problems, offering non-wage benefits to employees, objectively measuring performance; In short, initiatives are taken to ensure employee happiness and well-being. These principles, which we have adopted regarding our employees, are encouraged to be adopted and implemented by our suppliers and business partners.

ENDOĞRU MAKINA fulfills its obligations in order to ensure that its employees and customers can use their rights to privacy and freedom of expression in accordance with the law within the scope of the national and international legislation and principles mentioned above; designs and implements processes for the protection of personal data.

ENDOĞRU MAKINA sees the future as a trust of children and in this sense, it makes every effort to protect children's rights and to raise a healthy and vigorous generation so that children can look to the future with confidence.

IMPLEMENTATION OF THE POLICY

ENDOĞRU MAKINA, in order to ensure that this Policy is carried out effectively and in accordance with its purpose;

It strives to ensure that the principles contained in the policy are adopted in its business processes and by its managers and employees.



Develops practices and procedures for the implementation of the policy, training and awareness activities related to it and the detailed and determination of governance processes.

Sensitively evaluates the applications to be made regarding the incompatibilities with the principles contained in this Policy.

If employees learn or suspect that there has been a violation of the laws and regulations to which the company is subject, they are obliged to communicate this to their superior or, as the case may be, to the General Manager of the company, if the situation is related to the superior supervisor or if the superior does not take any steps regarding the suspected violation.

APPLICATIONS FOR HUMAN RIGHTS POLICY

Applications related to ENDOĐRU MAKİNA Human Rights Policy or human rights processes at ENDOĐRU MAKİNA:

info@endogru.com.tr by e-mail or by e-mail to ENDOĐRU MAKİNA BOSAB Barakfakih Mahallesi, 22. Cadde No: 2 Kestel / Bursa