

Human Rights Policy

Scope

At Limak Cement Group, we recognize respect for human rights as a core responsibility across all regions in which we operate. This Human Rights Policy has been developed in alignment with the United Nations Guiding Principles on Business and Human Rights (2011) and the UN Global Compact (2000), particularly the principles related to human rights and labor.

Our policy is further grounded in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work (1998) and relevant ILO conventions, ensuring the protection of core labor rights. We are also committed to meeting the human rights and supply chain due diligence expectations set out in the OECD Guidelines for Multinational Enterprises (2011).

In addition, we uphold gender equality through our endorsement of the UN Women's Empowerment Principles (2011), and we reaffirm our commitment to eliminating child labor in accordance with the ILO Worst Forms of Child Labour Convention (No. 182).

This policy sets out our standards across all areas, from employee rights and workplace practices to supply chain oversight, and is implemented by all relevant departments within our company, as well as by our business partners.

Our Principles

1. Respect for Fundamental Employee Rights

- We uphold the fundamental rights and freedoms of all employees. In line with the principle of "decent work", we ensure fair wages, safe and healthy working conditions, job security, and treatment that respects human dignity.

2. Freedom of Association and the Right to Collective Bargaining

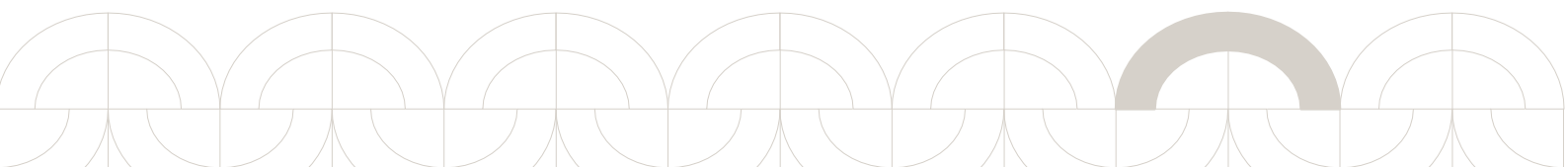
- We recognize and respect our employees' right to form or join trade unions and to engage in collective bargaining. We strictly prohibit any form of intimidation or retaliation related to union membership or activities.

3. Prohibition of Forced and Compulsory Labor

- We operate with a zero-tolerance policy toward all forms of forced labor, bonded labor, human trafficking, and modern slavery. Employment with our company is based on free will, and employees have the right to terminate their employment with reasonable notice.

4. Elimination of Child Labor

- We strictly prohibit the employment of individuals under the age of 18. Our practices fully comply with ILO Conventions No. 138 and No. 182. We are committed to supporting children's access to education and safeguarding their development.



5. Prohibition of Discrimination and Commitment to Equal Treatment

- We do not tolerate any form of discrimination based on gender, age, disability, ethnicity, religion, belief, political opinion, or marital status. We uphold the principle of "equal pay for equal work" and strive to create an inclusive working environment.

6. Protection from Harassment and Violence

- We enforce a zero-tolerance policy against all forms of violence and abuse, including physical, psychological, and sexual harassment, as well as mobbing. Ensuring a safe and respectful workplace is a top priority.

7. Occupational Health and Safety

- It is our fundamental responsibility to provide a healthy and safe working environment for all employees and subcontracted workers. We pursue a "zero workplace accident" and "zero harm" target, supported by preventive measures and continuous training programs.

8. Gender Equality and Women's Empowerment

- In line with the UN Women's Empowerment Principles, we support women's equal participation in the workforce. We take tangible actions to promote female employment, increase women's representation in leadership roles, and ensure equal pay for equal work.

9. Supply Chain Responsibility

- We expect all suppliers and business partners to adhere to our human rights standards. We implement clear contractual provisions and sanctions against violations such as child labor, forced labor, and discriminatory practices.

10. Transparency and Accountability

- All human rights practices within our organization are transparent, traceable, and subject to reporting. Employees and stakeholders are encouraged to voice concerns through our ethics hotline and open-door policies. All reports are handled confidentially with diligence and seriousness.

As Limak Cement Group, we go beyond merely meeting legal requirements, we commit to **pioneering** best practices in the field of human rights. This policy is binding for all employees, managers, suppliers, and business partners across our operations.

M. Erkam Kocakerim

GLOBAL CEO

