

SOCIAL RESPONSIBILITY POLICY

1. Objective

The aim of this Social Responsibility Policy is to ensure that Polütek adopts an ethical, transparent, sustainable and socially responsible approach in its operations, in accordance with **the ISO 22163:2023** standard and **the ISO 26000 Social Responsibility Guidelines** .

Our organization adopts a management approach that respects human rights, focuses on employees, protects the environment, is fair, and serves the public interest while achieving its economic goals.

2. Scope

This policy;

- All employees,
- Managers,
- Suppliers,
- Subcontractors,
- partners

It covers and applies to all areas of activity of Politek .

3. Basis

This policy is based on the following standards and guidelines:

- ISO 22163:2023 (IRIS Rev. 04)
- ISO 26000 Social Responsibility Guide
- National and international current legislation

4. Fundamental Principles

Politek bases its social responsibility activities on the following fundamental principles:

4.1 Organizational Governance

- It implements a management system that is committed to ethical values, transparent, and accountable.
- It takes stakeholder opinions into account in decision-making processes.
- It adopts a zero-tolerance policy against corruption, bribery, and conflicts of interest.

4.2 Human Rights

- It considers respect for human rights as a fundamental principle.
- It opposes all forms of discrimination (race, language, religion, gender, age, disability, etc.).
- Forced labor and child labor are absolutely not permitted.

4.3 Labor Practices

- It ensures that employees work in a safe and healthy environment.

- It manages occupational health and safety risks through preventive measures.
- It conducts training and skills development activities that support the development of employees.
- It encourages employee participation and feedback.

4.4 Environment

- It aims to minimize environmental impact.
- It supports the efficient use of natural resources.
- It ensures continuous improvement in waste reduction, recycling, and energy efficiency.
- It monitors climate change risks and develops preventive actions.

4.5 Fair Labor Practices

- He behaves fairly, honestly, and ethically in all his business relationships.
- It expects its suppliers and business partners to comply with this policy.
- It rejects unfair competition and unethical business practices.

4.6 Consumer (Customer) Issues

- It prioritizes customer expectations and satisfaction.
- It offers safe, regulatory compliant products that meet contractual terms.
- It systematically evaluates customer feedback.

4.7 Community Participation and Development

- It supports social development in the regions where it operates.
- It promotes local employment and social projects.
- It contributes to education, environmental and social awareness efforts.

5. Implementation and Monitoring

- This policy is approved and announced by senior management.
- Policy implementation is supported by relevant processes and procedures.
- Social responsibility performance is monitored and reviewed periodically.
- Improvement measures are planned when necessary.

6. Responsibilities

- Senior Management: Responsible for the effective implementation of policy.
- All employees are required to comply with the terms of this policy.
- Suppliers and Business Partners: Must comply with these policy principles.

7. Entry into force

This Social Responsibility Policy comes into effect as of the date of its publication.

Organization Name: Politek

Standard Reference: ISO 22163:2023 – Social Responsibility

Approved by: Senior Management

Publication Date: / / 20.....