

OUR FSC CORE LABOR POLICY

As PAPIRUS AHŞAP DEKORASYON, our FSC Core Labor Policy includes the standards we have established based on our fundamental principles and values, implemented through teamwork with all our business partners. This policy has been prepared to share PAPIRUS AHŞAP's explicit commitment to fulfilling all its responsibilities with all our employees, stakeholders, and business partners.

Within the scope of this policy, no sanctions or punitive actions will be taken against employees who express their concerns, worries, or complaints, and a safe environment will be provided for them to share such matters. Employees are encouraged to express their opinions, requests, complaints, and suggestions freely. These will be reviewed by Senior Management, and necessary improvements will be made in areas open to development.

All the following principles included in this policy are implemented through the necessary regulations:

- Forced Labor (Voluntary Work)

Our company does not subject any employee to forced labor. Employment is based on voluntary participation. If an employee decides to leave, the company does not prevent or delay this process, except for legitimate security concerns. All employee information is kept confidential and protected in accordance with legal requirements. Between our company and the individual to be employed, either an "Open-Ended Employment Contract" or a "Fixed-Term Employment Contract"—depending on conditions—is prepared, including terms compliant with the workplace and applicable laws. Upon accepting the position, the employee signs the contract and necessary documentation required by the job/company. A copy of the signed contract is provided to the employee, and orientation training is given to inform them of all relevant company rules and practices.

- Child Labor (Underage Workers)

Child labor is strictly prohibited in our company. Except for compulsory internships, the minimum age defined by national and international laws is respected.

- Discrimination (Equal Opportunity Approach)

Our company values all employees and their contributions. We have a strong commitment to equality and non-discrimination. We maintain all processes without any discrimination or physical/verbal abuse based on race, gender, color, nationality, social origin, religion, age, disability, political opinion, or any other status protected by law. Hiring decisions are based on minimum qualifications such as available positions, training, areas of interest, skills, work experience, and assessment results. We provide all our employees with equal opportunities for training and skill development.

- Health and Safety

Our company ensures the creation and maintenance of a safe and healthy workplace. We aim to continuously provide a work environment where employees are protected from risks such as accidents, injuries, and health hazards, ensuring a productive, safe, and healthy atmosphere. We are committed to preventing violence, threats, harassment, and uncomfortable conditions in the workplace. All occupational health and safety regulations mandated by law are strictly followed.

- Commitment to Stakeholders

Our company commits to engaging with stakeholders based on good faith. We treat all stakeholders fairly and equitably.

- Environmental Protection

We manage the environmental impacts of all our activities responsibly. In all operations, we identify and implement improvement and development efforts that will eliminate or minimize environmental impact and use natural resources most efficiently.

- Freedom of Association, Unionization, and Collective Bargaining Rights

We respect the right of all employees to organize, unionize, and engage in collective bargaining within the framework of legal regulations. We pledge not to pressure or discriminate against employees exercising these rights.

GENERAL MANAGER
27.06.2023

A handwritten signature in blue ink, appearing to be 'G. H.', is written over the printed name and date.