

## SOCIAL POLICY

Mikrogrup Social Policy aims to create a secure, respectful and peaceful working environment for all stakeholders through a responsible business philosophy and ensure wide-scale adoption of best practices through innovative approaches. At the same time, we are committed to offering training and development opportunities to our employees, business partners, customers and everyone who is open to development in those fields.

To that end:

- We act in compliance with all applicable laws, rules and regulations in addition to the applicable occupational health and safety regulations,
- We consider our employees as the most valuable asset of the company and focus on attaining highest level of employee satisfaction accordingly,
- We endeavor to be fair and democratic while determining working conditions,
- We not only comply with legal requirements in terms of occupational health and safety but also prefer making all kinds of necessary improvements in that respect,
- We remain committed to eliminate harassment and discrimination and ensure that everyone is treated with dignity and respect in working environment,
  - We value the diversity brought to Mikrogrup by a diversified workforce,
  - We do not tolerate employment of minors,
  - We ensure that all employees in charge of hiring policies and processes make their decisions in line with the principle of equal opportunity based on personal expertise, skills and competencies without making any discrimination based on such reasons as language, race, gender, political opinion, age, disability and religion,
  - We conduct termination policies and processes in line with the applicable laws and take measures to protect employees at all levels against oppression, coercion and mobbing,
  - We ensure that human rights are upheld to the utmost degree during the performance of all business activities, respect privacy, security and freedom of expression of individuals, and take measures in order to prevent any breach of human rights,
    - We respect the employees' right to union and collective labor agreement.
  - We encourage all stakeholders to perform their business operations honestly and uphold the highest ethical standards which are recognized as the cornerstone of our goals.

With a view to putting these policies into practice, Mikrogrup informs the relevant stakeholders, organizes training sessions and conducts regular audits in order to promote social sustainability. Employees are obliged to report breaches of this policy to their direct manager. Also, employees may report breaches to etik@mikro.com.tr by e-mail. Human Resources Department is responsible for the performance and fulfillment of the relevant clauses and responsibilities under this policy.