	Quality Management System	Document No.	QA.POL.04
		Issue Date	30.07.2024
		Revision Date	02.04.2026
		Revision No.	1
<b>Subject</b>	<b>Human Rights Policy</b>		

As KORMAS Electric Motor Industry and Trade Inc., we recognize respect for human rights as one of our fundamental corporate values in all areas where we operate. We are committed to providing a safe, fair, inclusive, and dignified working environment for our employees, business partners, suppliers, and stakeholders.

This policy has been developed in accordance with the Universal Declaration of Human Rights of the United Nations, the conventions of the International Labour Organization (ILO), the legislation of the Republic of Türkiye, Labor Law, Occupational Health and Safety regulations, and relevant international standards.

## **Our Fundamental Principles**

### **Non-Discrimination and Equal Opportunity**

KORMAS does not tolerate discrimination based on language, religion, sect, gender, age, disability, ethnic origin, social status, political opinion, marital status, trade union membership, or any other characteristic protected by law. We adopt an equal opportunity approach in recruitment, compensation, training, career development, promotion, and all human resources processes.

### **Prevention of Harassment and Ill-Treatment**

We strive to provide a safe workplace where employees are free from physical, psychological, verbal, or sexual harassment. We apply a zero-tolerance approach to all forms of bullying, intimidation, threats, violence, and behaviors that undermine human dignity.

### **Prevention of Child Labor and Forced Labor**

KORMAS strictly opposes child labor and forced labor. We operate in compliance with applicable laws and international labor standards in all areas of our activities.

### **Employee Rights and Fair Working Conditions**

We are committed to ensuring fair working conditions with respect to working hours, wages, leave, social rights, and employee benefits. We promote an open communication culture and provide an environment where employees can freely express their opinions and suggestions.

### **Occupational Health and Safety**

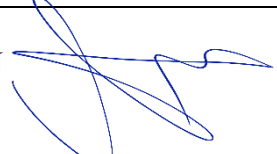
The health and safety of our employees are our priority. We believe that all occupational accidents and work-related illnesses are preventable and continuously improve our practices to provide safe working environments.


### **Freedom of Association**

We respect our employees' rights to participate in trade union activities, to be represented, and to engage in collective bargaining in accordance with applicable laws. No employee shall be discriminated against for exercising these rights.

### **Privacy and Protection of Personal Data**

We are committed to protecting the privacy and personal data of our employees. Personal data are processed only within the legal framework, for specified purposes, and in accordance with the Turkish Personal Data Protection Law (KVKK).

Prepared by: Bekir Furkan YAYLA EHS Executive	Approved by: Arda Selman GÜLTEKİN General Manager 
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### **Ethical Business Conduct**

We adopt a zero-tolerance approach toward bribery, corruption, conflicts of interest, and unethical conduct. We expect all employees to act with integrity, transparency, and in accordance with ethical values.

### **Human Rights in the Supply Chain**

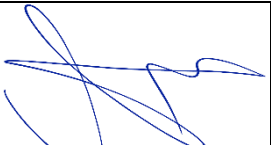
We expect our suppliers and business partners to conduct their activities in compliance with human rights, labor rights, environmental requirements, and ethical principles. We remain vigilant against child labor, forced labor, discrimination, and human rights violations throughout our supply chain.

### **Reporting and Grievance Mechanism**

Employees may confidentially report suspected human rights violations, unethical conduct, or non-compliance to their managers, Human Resources, or the relevant management. No retaliation against individuals making reports in good faith will be tolerated.

### **Responsibilities and Implementation**

This policy is binding on all employees, managers, suppliers, subcontractors, and business partners. KORMAS regularly reviews its human rights performance and continues its efforts with a commitment to continual improvement.

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