



**HABAS SINAİ VE TIBBİ GAZLAR İSTİHSAL
ENDÜSTRİSİ A.Ş**

Hizmet - Kalite - Güven

HUMAN RIGHTS POLICY

RESPECT FOR HUMAN RIGHTS

Respect for human rights is a fundamental value of HABAŞ A.Ş.

In line with our sustainable production objectives and activities, we base our approach on internationally recognized human rights and related documents. Our goal is to explain our commitment to human rights together with the value we place on our employees and to demonstrate our human rights-focused approach in our relationships with all stakeholders, including our employees.

This policy is guided by international human rights principles, including the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labour Organization's (ILO) 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the UN Guiding Principles on Business and Human Rights. HABAŞ A.Ş. also supports the OECD Guidelines for Multinational Enterprises and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

As human beings, our most important mission is to respect and promote human rights and fundamental freedoms and to lead efforts in ensuring their continuous recognition. All people, without discrimination, have the right to live equally, freely, and with dignity simply by virtue of being human.

It is our fundamental principle to conduct our activities in compliance with the Universal Declaration of Human Rights in our relationships with all stakeholders, including our employees and suppliers, and to encourage our stakeholders to act with sensitivity in this regard.

We identify human rights risks as part of our business risks in all our operations and take necessary precautions to prevent them. If we detect any adverse impact on human rights during our business activities, we are committed to ensuring fair remediation or collaborating in the remediation process.

NON-DISCRIMINATION

Under our Human Rights Policy, HABAŞ A.Ş. is committed to maintaining a workplace free of discrimination, harassment, and disrespect based on religion, language, race, national origin, ethnicity, age, disability, gender, sexual orientation, political views, or other statuses protected by applicable laws.

At HABAŞ A.Ş., we do not tolerate any form of disrespectful or inappropriate behavior, physical or verbal harassment, violence, unfair treatment, or retaliation, regardless of personal characteristics or status.

DIVERSITY AND INCLUSION

We value the differences of those we work with and strive to foster an inclusive environment.

HABAŞ A.Ş. is committed to equal opportunity, making hiring, placement, development, training, compensation, and promotion decisions based on an individual's qualifications, performance, skills, and experience. Diversity in our workforce is essential to achieving our goals. Therefore, we aim to attract, develop, and retain employees from different backgrounds and experiences.



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CHILD LABOR

At HABAŞ A.Ş., we comply with the labor employment regulations set by the International Labour Organization (ILO) and applicable laws, strictly adhering to age restrictions for employment.

FORCED LABOR AND HUMAN TRAFFICKING

HABAŞ A.Ş. strongly opposes all forms of forced and illegal labor, including debt bondage, modern slavery, human trafficking, illegal employment, refugee labor, and uninsured work.

COMMITMENT TO COMMUNITY AND STAKEHOLDERS

We adopt high standards in improving working conditions, environmental sensitivity, and our relationships with the communities we engage with. We take full responsibility for ensuring that our stakeholders also adopt these standards.

SAFE AND HEALTHY WORKPLACE

We aim to provide a safe and healthy workplace by complying with all applicable occupational health and safety laws, regulations, and internal company requirements. We identify potential risks that could lead to accidents, injuries, or health issues and take preventive measures accordingly.

WORKING HOURS, WAGES, AND EMPLOYEE RIGHTS

At HABAŞ A.Ş., our wage policies and employee benefits are designed with a competitive approach that considers industry dynamics. We conduct our activities in compliance with legal requirements regarding wages and working hours while maintaining a focus on work-life balance.

ENVIRONMENTAL RESPONSIBILITY

With a strong awareness of sustainable living responsibility, we prioritize environmental protection, considering it a duty to pass on a healthy environment to future generations. We carry out our activities with the goal of contributing to welfare and sustainable development, emphasizing environmental and climate change concerns.

One of the key aspects of our environmental responsibility is climate change. We strive to reduce our own emissions and develop products that contribute to climate change solutions.

With the vision of being an environmentally conscious technology company, we operate under the "Zero Waste Project", focusing on waste prevention, efficient resource use, minimizing waste generation, and promoting recycling.



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INFORMATION NOTICE

HABAŞ A.Ş. reserves the right to modify its Human Rights Policy at any time. The provisions of this policy do not replace employment contracts between HABAŞ A.Ş. and its employees and do not guarantee continued employment.

HABAŞ A.Ş. Yönetimi
20.02.2023

A handwritten signature in blue ink, appearing to be "F. Ö. K.", is written over the date and company name.

