

## **HUMAN RIGHTS POLICY**

Doğanlar Mobilya Grubu is committed to operate in compliance with the Universal Declaration of Human Rights of the United Nations, the Fundamental Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work, as well as the United Nations Global Compact and the UN Guiding Principles on Business and Human Rights. The company pledges to respect universal human rights in all regions where it operates, across all its activities, and to uphold all the rights of its employees by adopting national and international declarations, principles, conventions, and guidelines

Doganlar Furniture Group is hereby developing working methods to apply and support the objectives of the Policy and prevent direct or indirect human rights violations. In this regard, Doganlar Furniture Group's Business Ethics Rules, focuses on:

### **Diversity, Inclusion, Equality:**

- To ensure an equal approach among employees during recruitment, termination, training, career development, promotion, discipline, remuneration, performance evaluation, and social rights processes, without discrimination based on religion, language, race, ethnic origin, belief, sect, color, nationality, social origin, age, sexual orientation, gender, marital status, political opinion, union membership, disadvantaged status, or any other legally protected characteristic.
- Providing a safe working environment free from harassment, abuse, exploitation, bullying, or any form of violence, whether physical, verbal, sexual, digital, psychological, or domestic (home-based for remote employees or workplace-based), and taking all necessary measures, including procedural support to ensure that.

### **Working Conditions, Compensation, and Benefits:**

- Complying with the working hours and overtime provisions set by laws and regulations, which are also applicable to our subcontractors and business partners in all operating regions.
- Implementing the equal pay for equal work policy.

#### **➤ Occupational Health, Safety, and Environmental Respect**

- To provide safe and healthy working environments for all employees, business partners, and subcontractors in all regions and workplaces where operations are conducted, in line with the fundamental principle of occupational health and safety and the goal of 'zero workplace accidents'; to take the necessary precautions in this regard; to develop regulations in compliance with Occupational Health and Safety Legislation; and to raise awareness through training and other means.
- Ensuring that investment projects are analyzed in terms of environmental and social impacts in accordance with international regulations, within the framework of sustainable growth goals and legal responsibilities to society and the environment.

➤ **Forced Labor**

- Developing procedures to prevent the use of forced and compulsory labor, including modern slavery, debt bondage (bonded labour), human trafficking, by business partners and subcontractors, and evaluating their performance in accordance with the commitments made to international organizations.
- Requesting written commitments from suppliers regarding compliance with forced labor and child labor issues.
- Reserving the right to terminate contracts and take necessary legal actions in case of violations of child labor or human rights criteria.

➤ **Complaint Mechanism**

- Doganlar Furniture Group is committed to protecting the confidentiality and security of employees who report illegal or unethical behavior. All necessary measures are taken to prevent retaliation, discrimination or punishment against them, and such cases are subject to disciplinary action.
- Establishing regulations through contracts and setting up complaint/report hotlines to ensure that international and national legal requirements on human rights are met by suppliers.

➤ **Freedom of Association and Collective Bargaining:**

- Respecting employees' rights to freedom of association, expression, and collective bargaining in accordance with the legislation of all regions/countries where operations are conducted.
- Ensuring that employees exercising these rights are not subjected to any form of pressure or discrimination.

➤ **Work-Life Confidentiality:**

- Ensuring the protection of personal data of employees, business partners, subcontractors, and stakeholders in compliance with national and international regulations and data protection authorities' practices.

➤ **Expectations from Stakeholders:**

- All business partners, subcontractors, and stakeholders, including individuals and institutions acting on behalf of Doganlar Furniture Group, are expected to comply with this Policy. All contracts with business partners and subcontractors include provisions requiring full adherence to the principles outlined in this Policy and ensuring that their employees embrace and act in accordance with these principles.

Doganlar Furniture Group establishes a report/complaint mechanism to monitor and follow up on compliance with this Policy and address potential violations or suspicious situations. Doganlar Furniture Group strives to evaluate the business processes of parties it works with in light of their commitments to international organizations regarding human rights.