

## **SOCIAL COMPLIANCE POLICY**

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**Met Kağıtçılık undertakes necessary actions on;**

### **Prohibition of Child Labor**

Met Kağıtçılık complies with the national/international code in regards with the child and young workers labor prohibitions and pays attention on saving children from any kind of abuse, healthy grow and right of education. Met Kağıtçılık does not allow anybody to be employed under age of 18.

### **Prohibition of Forced, Compulsory labor**

The use of forced or compulsory labor in all its forms are prohibited in Met Kağıtçılık and noone can be forced by any means through labor contract to work, which is also guaranteed through Turkish constitution and International code.

### **Occupational Health and Safety**

at Met Kağıtçılık production facility our first aim is by providing a safer and a healthier work space to minimize any kind of loss.

### **Prohibition of Discrimination**

Among employees any kind of discrimination including age, gender, race, religion, language, ancestry, ethnic and national origin, social class, sexual orientation, belief, marital, social or economic status, disability, political opinion, participation and membership in union activities, family responsibilities, illness,etc.. is prohibited.

### **Recruitment**

In order to ensure the continuity of social compliance requirements, compliance with company rules and company social compliance conditions as well as technical and professional knowledge during recruitment, personnel selection will be considered as a necessary and important criterion. Met Kağıtçılık also provides all social security oppurtinities to employees.

### **Prohibition of Harassment and Abuse at Work**

Met Kağıtçılık provides the peace of the working environment and the happiness of the employees, Met Kağıtçılık respects the dignity and personality of employees and does not incur corporate punishment; does not allow verbal, physical, psychological harassment, threat or coercion.

### **Submission of Wishes and Complaints**

Met Kağıtçılık creates alternative methods for each employee to share wishes and complaints to assess these and feedback for providing a better working environment.

### **Working hours**

Met Kağıtçılık employees are free to accept/decline overtime and their working hours are determined through actual code with the term of effective working.

### **Wages and Payments**

Met Kağıtçılık determines and improves the minimum wage by taking the minimum living standards where the facility is located into account. This minimum wage can never be below legal minimum wage.

### **Bribery and Corruption**

Met Kağıtçılık never accepts any kind of bribery or corruption under no circumstance.

### **Supply Chain Management**

Met Kağıtçılık evaluates its suppliers through social compliance policies and supports them to improve their compliance levels.