	Document name:		First Issue:	25.12.2025
	LABOR AND HUMAN RIGHTS POLICY		Rev. Date:	05.03.2026
			Rev. No:	01
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1. Purpose

Our company is committed to respecting the fundamental human rights of employees in all its operations and to providing a fair, safe, and respectful working environment. This policy aims to protect human dignity, ensure equality, and support sustainable business practices.

2. Scope

This policy is for;

- All employees
- Senior management
- Temporary staff and interns
- Subcontractors and sub-contractors
- Suppliers and business partners

3. Our commitments

3.1. Respect for Human Rights

All employees are treated with respect, fairness, and dignity.

3.2. Prevention of Discrimination

- Equality is ensured in recruitment, training, promotion, and compensation processes.
- Discrimination based on gender, age, religion, language, race, disability, etc. is prohibited.

3.3. Prohibition of Forced Labour and Child Labour

- Forced, coercive or involuntary labor is strictly prohibited.
- Individuals below the legal age limit are not employed.

3.4. Fair Wages and Working Conditions


- Fees are paid in accordance with legal requirements and on time.
- Working hours are regulated in accordance with applicable legislation.
- Overtime work is voluntary.

3.5. Health and Safe Working Environment

- Occupational health and safety is a priority.
- Risks are assessed and necessary precautions are taken.

3.6. Prevention of Harassment, Mobbing and Ill-treatment

- Physical, psychological, or verbal abuse is strictly prohibited.
- All employees are required to communicate respectfully.

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3.7. Freedom of Association and Expression

- Employees' union rights and freedom to express their views are respected.

3.8. Privacy and Protection of Personal Data

- Personal data of employees is protected.
- Unauthorized sharing is prohibited.

3.9. Ethical Behavior and Integrity

- All activities are conducted within the framework of ethical guidelines.
- Corruption and bribery are strictly prohibited.

4. Applications and Responsibilities

4.1. Senior Management

- It ensures and leads the implementation of policy.

4.2. Human Resources

- They monitor processes and manage records.

4.3. Managers

- Ensures policy compliance within their teams.

4.4. Employees

- They are obligated to comply with the policy and report violations.

5. Notification Mechanism

Employees may report human rights violations through confidential and secure channels. Retaliation against those who report is prohibited.

6. Education and Awareness

- All employees receive regular ethics training.
- New employees are given information during the orientation process.

7. Entry into Force and Review

This policy comes into effect with the approval of senior management and is reviewed at least once a year.

8. Approval

<u>Name Surname</u>	<u>Title</u>
Mahsum YAMAÇ	Company Director

<u>Signature</u>	<u>History</u>
 CEREN ELEKTRONİK TIBBİ CİHAZLAR İNŞ. TEM SAN. ve TİC. LTD. STİ. <small>Bağcılar Mah. 1254 Sk. Metal Kütük San. İşleri</small> <small>Koop. G/Blok No:7 GH Bağlar/Dİ YARBAKIR</small> <small>Gökalp V.D.:206 013 0244</small> <small>Tei 0412 229 41 85 Fax 0412 229 41 84</small>	05/03/2026