



SOCIAL COMPLIANCE POLICY

As Pamyag Gıda Sanayi Ticaret A.Ş., our Social Compliance Policy is based on the principle of "People First" in every stage of service, management, and production. We are committed to granting our employees all rights derived from legal standards, adhering to occupational health and safety regulations, being environmentally responsible, and fostering an open and honest communication environment where respect and value are given to all employees.

Within the scope of this policy, employees who voice their concerns, worries, and complaints will not face any retaliation or disciplinary actions. Suggestion, request, and complaint boxes are provided for employees to express their concerns and feedback.

- **Compliance with Laws and Other Obligations**

Continuously monitoring and operating in accordance with the applicable laws and regulations, the business partnership rules of our customers, and the management system standards we voluntarily adopt.

- **Prevention of Forced and Compulsory Labor**

Ensuring that work is not imposed as a condition of a contract or in exchange for debt, and that employment is based on voluntary participation.

- **Employment of Children**

- Acting in accordance with the procedures and principles regarding the employment of child and young workers, and ensuring that no workers under the age of 18 are employed,
- Not engaging in corporate punishment, and not permitting verbal, physical, or psychological harassment or coercion.

- **Wages and Payments**

Ensuring that employees receive their regular and overtime payments as stipulated by laws and collective labor agreements, and providing the social benefits specified in the collective labor agreement.

- **Working Hours**

Adhering to the applicable laws and obligations when determining working hours and ensuring that overtime is based on voluntary participation.

- **Prevention of Discrimination**

Ensuring employment is based on the ability to perform the job rather than race, color, language, religion, ethnicity, pregnancy, marital status, or gender, and applying this principle to wages, social benefits, and promotions.

- **Occupational Health and Safety**

- o Adopting a proactive approach based on risk analysis.

- o Ensuring the participation of all employees in occupational health and safety practices and adopting a working system that prioritizes the overall health of employees.

- **Trade Union Organization and Collective Bargaining Rights**

- o Respecting workers' right to request trade union rights and their right to engage in collective bargaining.

- **Environment**

- o Preventing environmental pollution based on environmental regulations and reducing pollution at its source.

- **Compliance with Customs Regulations**

- o Complying with all applicable local and international customs regulations, and establishing programs that align with these regulations to prevent the illegal shipment of the products produced.

- **Security**

- o Ensuring that undeclared goods that could violate security (such as drugs, explosives, biological substances, and contraband) are not present in overseas shipments.

- **Supplier Relations**

- o Evaluating the Social Compliance activities of the supplier companies, monitoring the results of these evaluations through action plans, and gradually improving their Social Compliance levels.

As Pamyag Gıda Sanayi Ticaret A.Ş., we have adopted this policy and organized our activities in line with it.

CHAIRMAN OF THE BOARD