



MAXXEN HUMAN RIGHTS POLICY

INTRODUCTION

As MAXXEN Energy, sustainable success; We believe that we make it possible by continuously creating value for our stakeholders, employees, business partners and society. In this context, the importance we attach to human rights is an integral element of our ethical values and company culture.

Our Human Rights Policy has been prepared in full compliance with national and international legislation, especially the United Nations Universal Declaration of Human Rights, the United Nations Global Compact and the basic conventions of the International Labor Organization (ILO).

1. OUR BASIC PRINCIPLES

- **Compliance with Laws and International Standards:** In addition to national legislation, we fully comply with human rights norms set by the United Nations and the ILO. We fulfill our ethical and legal responsibilities by complying with international standards in our activities.
- **Diversity, Equal Opportunity and Inclusion:** We do not allow any discrimination such as race, language, religion, gender, age, disability, ethnicity, political opinion, marital status or sexual orientation. We base our recruitment, compensation, performance evaluation, promotion and career planning processes on the principles of merit and equality.
- **Women's Empowerment and Gender Balance:** We implement active policies to increase women's employment, support their professional development, and ensure their representation at management levels. We ensure that we create an inclusive working environment on the basis of gender equality.
- **Zero Tolerance for Child Labor and Forced Labor:** We do not allow child labor, forced labor, or human trafficking under any circumstances. We ensure that our employees exercise their right to work with their free will and adhere to these principles. We require our suppliers and contractors to adhere to the same principles.
- **Trade Union Rights and Freedom of Association:** We respect the rights of employees to join unions and bargain collectively. Every employee has the right to organize freely, free from coercion or coercion.

- **Healthy and Safe Working Environment:** We prioritize the health and safety of our employees and take all necessary measures to prevent occupational accidents and occupational diseases. With the principle of zero accidents, we provide a safe, supportive and sustainable environment in the workplace. We take care of the work-life balance of our employees and create ergonomic, safe and supportive work environments.
- **Fair Remuneration and Working Hours:** We implement the principle of equal pay for equal work for all our employees, ensure that our employees receive fair and timely compensation for their labor, and comply with working hours and leave rights in accordance with the law. We act transparently and fairly in overtime practices.
- **Zero Tolerance for Harassment, Violence and Mistreatment:** We do not allow any form of psychological, physical or verbal harassment, violence and mistreatment in the workplace. In such cases, we intervene quickly and effectively, ensuring the protection of victims and taking appropriate actions against those responsible.
- **Protection of Personal Data:** We protect the personal data of our employees and stakeholders in accordance with the relevant legislation in line with the principles of confidentiality and security. We ensure transparency in data processing processes and take measures against unauthorized access and use.

2. SUPPLY CHAIN AND BUSINESS PARTNERS

- We expect our suppliers and business partners to fully comply with the same human rights standards.
- In our collaborations, we require respect for human rights, ethical working conditions and the adoption of sustainability principles.
- We fully implement our zero-tolerance policy against human rights violations such as child labor, forced labor and discrimination in the supply chain.
- Within the framework of our sustainability approach, we prioritize cooperation with business partners who are environmentally and socially responsible

3. SOCIETY AND STAKEHOLDERS

- We realize our understanding of respect and protection of human rights with a sense of responsibility towards society and all our stakeholders.
- We observe the rights of our stakeholders in our business activities and take into account their opinions and expectations.

- We are committed to contributing to increasing social welfare by supporting social justice and inclusiveness.
- We develop projects that will create social benefit and support disadvantaged groups.
- We communicate openly with our stakeholders on human rights issues and report transparently.
- We act in cooperation with society and our stakeholders for the comprehensive implementation of human rights standards.

4. GOVERNANCE AND ENFORCEMENT

- The Sustainability Committee is responsible for the implementation of the Human Rights policy. This committee; It consists of senior management, human resources, legal and supply chain representatives.
- Within the scope of the Policy, human rights-related risks are regularly monitored, assessed and reported.
- We publish our Human Rights Policy in a way that all our employees can access, inform our employees and support them with trainings.
- Our policy is publicly available for all our stakeholders to access.

RESULT

At MAXXEN Energy, we embrace respect for human rights as the cornerstone of our business, fully implementing this policy in all our activities, and we are committed to working resolutely for a sustainable and fair future.