

## INTEGRATED MANAGEMENT SYSTEM POLICY

PO.02.01.04 / 15.03.2023

We, as **TURIP Management**, which believes that Management Systems are focused on customer satisfaction, assumes the following

- ✓ To reach a superior level with low cost by aiming to provide service without error,
- ✓ To be a pioneer and leader in terms of quality production in the yarn processing sector in which we operate,
- ✓ To create a timely, fast and effective system by using technological facilities in corporate communication with Internal / External Customers, Suppliers and all other relevant 3 Party affiliates,
- ✓ To establish, execute, develop, continuously audit performance criteria and process activities of sustainability activities such as BCI, GRS, GOTS, OEKO-TEX, GOTS, high INDEX FEM and FSLM Modules, ICS Platform, PADADOC system, SLCP membership, ZDHC Gateway system membership etc. based on ISO 9001 Quality Management, ISO 27001 Information Security, ISO 14001 Environmental Management and ISO 45001 Occupational Health and Safety and customer demands and to determine the necessary improvements.
- ✓ To ensure the applicability of the activities according to the legislation, standards and the needs and expectations of the interested parties,
- ✓ To provide the necessary infrastructure, equipment, machinery, workforce, training and all related resources for the establishment and operation of the systems, to create a sustainable system infrastructure,
- ✓ To adopt teamwork by encouraging leadership and employee participation in all our processes with a participatory and pluralistic management approach in our institution,
- ✓ To increase the satisfaction of all our customers in the services we perform with a perfect targeting attitude, to keep satisfaction at the highest level, to manage customer feedback effectively, to perform timely services with the effective use of resources by eliminating transactions that do not create value, to reduce negative costs,
- ✓ To develop our control processes in order to carry out the activities carried out effectively, accurately, quickly and safely,
- ✓ To comply with all customer requirements and legal obligations,
- ✓ To identify information and data security risks on the confidentiality, accessibility and integrity of all kinds of information assets belonging to our company, our customers, suppliers and business partners, to systematically address them and to make them into a structure that continuously improves, develops and does not allow new risks to occur,
- ✓ To ensure full participation in training activities and create a high level of awareness across all processes with an awareness of information, environment, occupational health and system safety in training and consultancy,
- ✓ To identify risks, take necessary precautions and manage risks against accidents and nonconformities that may occur in our organization within the scope of Information Security, Integrated Management System, Environment and Occupational Health,
- ✓ To aim to raise awareness among all our employees that a healthy, comfortable, comfortable and safe working environment is an indispensable part of life,
- ✓ To use human and environmentally friendly technologies and raw materials in our production activities for sustainable growth and livable environment,

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- ✓ To ensure compliance with ZDHC wastewater parameters by reducing the use of natural resources, pollutants, waste discharges and all other emissions within the life cycle framework and to meet the requirements of future generations without interruption,
- ✓ To ensure that pollutants such as waste water, emissions, wastes, etc., which cause environmental pollution, are reduced at source and recovered and/or disposed of in a controlled manner,
- ✓ To treat all employees with respect and dignity and not to allow pressure, verbal, physical or psychological harassment or ill-treatment,
- ✓ To fulfill the national, international and sectoral regulations, legal and relevant legislation requirements, to fulfill the expectations of the standards, to meet the obligations arising from the agreements, to meet the requirements arising from corporate responsibilities towards internal and external stakeholders,
- ✓ To use materials and technologies that cause the least damage to nature in our production, new investments and projects, to the extent permitted by technical, economic and commercial possibilities, and to minimize the damage to nature by minimizing the damage to nature by making improvements in the existing structure to the extent possible, helping to recycle, reuse and/or protect the ecological balance, and minimizing environmental impacts,
- ✓ To provide sustainable service at the level of international standards, to increase our trainings, cultural and social activities for continuous development, to raise awareness in all segments of the society about the benefits provided by these activities, to ensure their spread to the base, to ensure the formation of corporate culture in this way,
- ✓ To meet all responsibilities regarding the collection, processing, transfer, protection and safe destruction of personal data/information belonging to employees, customers, visitors, suppliers, business partners and other relevant third parties within the scope of the Personal Data Protection Law No. 6698 (PDPL) and other relevant legislation,
- ✓ To act in accordance with the procedures and principles of child and young worker employment and not to employ workers under the age of 16 or under the age of legal compulsory education and to ensure that all our business partners comply with the applicable legal obligations,
- ✓ Not to employ contractual, debt-based, illegal, convicted, forced or involuntary workers, to comply with the principle of voluntariness in overtime practice,
- ✓ To respect the freedom of association and collective bargaining rights of employees,
- ✓ To employ employees on the basis of their ability to do the job, not on the basis of race, color, language, religion, ethnic origin, political opinion, marital status, age, pregnancy, sexual orientation or gender; and to carry out remuneration, social benefits, promotion, dismissal and disciplinary practices accordingly,
- ✓ To ensure the national and national rights of immigrant workers in their employment and employment processes,
- ✓ To determine working hours and annual leave processes in a decent manner based on applicable laws and obligations, and to ensure that overtime working hours comply with legal deadlines and customer standards,
- ✓ To make normal and overtime payments determined by law and labor contract, not to employ workers below the minimum wage, to provide employees with the conditions specified in the labor contract
- ✓ To measure the social compliance capacities of the suppliers from which it purchases products/services, to monitor the results with action plans and to gradually increase their social compliance levels,

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- ✓ To comply with all applicable local and international customs regulations, to take measures to prevent the illegal shipment of the products it produces in compliance with these regulations,
- ✓ To ensure that there are no unreported goods (drugs, explosives, biological substances and contraband) that will violate security in their loading,
- ✓ Not to tolerate corruption, fraud and bribery in any way,
- ✓ To use products and accessories that do not contain suspicious-harmful substances in terms of human ecology.

**Chairman of the Board of Directors**