

CHILD LABOR, FORCED LABOR AND YOUTH EMPLOYMENT POLICY

1. OBJECTIVE AND SCOPE

The objective of this policy is to clearly and unambiguously set out our company's principles, commitments, demands and attitudes towards the prevention of child labor, the prevention of forced labor and the promotion of youth employment.

2. DEFINITIONS and ABBREVIATIONS

- Child worker: A person who has completed fourteen years of age but has not completed fifteen years of age and has completed primary education.
- Young worker: A person who has completed the age of fifteen but has not completed the age of eighteen.

3. RESPONSIBILITY

Responsibility for the preparation, modification and supervision of this policy belongs to the Ethics Committee, responsibility for the implementation belongs to our company and other companies that are parties to it, and responsibility for the follow-up belongs to the senior management.

The management of the policy is under the responsibility of the Human Resources department.

4. POLICY

Our company develops procedures and practices in accordance with all local laws and United Nations International Labor Organization (ILO) standards and international agreements in the fields of child labor, forced labor and youth employment in Turkey and in all other countries where it conducts business, is represented and manages operations.

In the labor legislation, the working conditions of children and young workers are also regulated in order to ensure the health and safety, physical, mental, moral and social development of children and young workers, to continue their education and to prevent their economic abuse.

- Light work, in terms of its structure and nature and according to the special conditions during its performance;
 - There is no possibility of harmful effects on the development of young people or their health and safety,
 - These are the works that do not prevent attending the school, vocational training or participation in the training program approved by the competent authorities and benefiting from such activities.
- The daily working hours of young workers are applied in the twenty-four hour period, taking into account the fourteen continuous hours of rest.

- Under no circumstances may a young worker be employed if the type of work performed is classified as "dangerous work".
- Dangerous work is work where no one under the age of eighteen can work and involves the following risks:
 - Works that are at risk of physical, psychological or sexual abuse of the employee,
 - Works carried out underground, under water, at dangerous heights or in narrow closed areas,
 - Works requiring hazardous machinery and vehicle use,
 - Works requiring heavy load and material transportation,
 - Works open to substances that may be dangerous for health,
 - Works subject to high vibration, heat or noise.
- Forced labor is the situation where the person is deprived of his/her legal rights in return for a penalty without his/her consent and is employed without being recorded. The fact that a certain amount is paid to the person does not indicate that the situation is not forced labor.
- Examples of forced labour include:
 - Having them work through burdening them with debt
 - Creating situations where the person does not have the right to refuse to work,
 - It covers cases where the contrary is not fixed by court decision and where prisoners or convicts are employed without the special supervision of a public authority.

The basic principles of our Company's Child Labor, Forced Labor and Youth Employment Policy are as follows:

- Our company develops practices in accordance with all local laws and United Nations International Labor Organization (ILO) standards and international agreements in the fields of child labor, forced labor and youth employment in Turkey and in all other countries where it conducts business, is represented and manages operations.
- Our company does not allow child labor and forced labor and does not tolerate its suppliers.
- Our company permits the employment of young people, provided that they work part-time or full-time, in light jobs that will support the professional development of the young person, provided that their working hours do not exceed the young working hours.
- Young workers or trainees who will work for the company or its suppliers must be registered as required by local law.
- It is obligatory to give the young worker a break of thirty minutes for works lasting more than two hours and less than four hours, and one hour in the middle of the working period for works from four hours to seven and a half hours.

- All our suppliers employing young workers are requested to comply with the standards specified in this policy.
- When practices contrary to the principles and standards of this policy are encountered, the business relationship with the supplier is terminated.
- The Company expects its suppliers to apply the principles and standards of this Policy when selecting and working with their suppliers.

Our company requests its suppliers and subcontractors all over the world to comply with the principles, terms and standards of this policy and to develop procedures in accordance with the policy. Accordingly, all current and future commercial contracts between us and the suppliers and subcontractors contain clauses and commitments regarding the following principles:

- Child labor and forced labor are strictly prohibited, in case of detection, the contract is terminated.
- The Supplier or subcontractor undertakes to understand the principles, standards and conditions of the "Company Child Labour, Forced Labor and Youth Employment Policy", not to employ child workers as per this policy, not to apply forced labour and to act in accordance with the current national legislation and the principles of this policy in youth employment.
- When producing goods or services for our supplier or subcontractor company, it undertakes that it shall not employ child labours, whether or not registered in its own payroll or in the payroll of its subcontractor, and that young workers shall not be employed in jobs classified as hazardous.
- When producing goods and services for our company, the supplier or subcontractor undertakes not to employ persons who are or will be left in a "forced labour" situation defined in the Company's Child Labor, Forced Labor and Youth Employment Policy, local and international law, such as prisoners, victims of human trafficking, who are or will not be registered in their payroll or in the payroll of a subcontractor.
- The supplier or subcontractor agrees that these commitments are mandatory for the mutual employment contract.
- The supplier or subcontractor agrees to ensure that our company is not harmed and to compensate for any possible damages arising from the violation of the relevant laws and regulations or the violation of the company principles by the suppliers of goods and services.
- The supplier or subcontractor will be warned by our company if the violation of the relevant laws and regulations or the principles and policies of our company is determined by our company, and in this case, it must end the violation. Our company may terminate this contract immediately if it determines that the supplier or subcontractor has not terminated the violation.

5. AUDIT, REVIEW AND COMPLIANCE

The audit of compliance with the provisions of this policy is carried out every year within the scope of internal audit. In case of an undesirable notification within the year, the Ethics Committee performs the necessary studies and decides on the relevant notification.

This policy is reviewed in the Ethics Committee once a year from its entry into force, in terms of compliance with all local and international law to which it refers. As a result of the company's evaluations of the relevant risks, the reasoned amendment and revision proposal to be prepared by the Ethics Committee is submitted to the senior management and the revision comes into force with the approval of the senior management.

Compliance with this policy can be measured and monitored through periodic surveys and audits, compliance assessment and self-assessment tools.

For matters related to the content or implementation of these policies, you can contact at the e-mail address etik@naturelenerji.com.tr or by phone at 0 312 467 18 33.

Disciplinary penalties may be imposed within the framework of the Disciplinary Regulation for the behaviors that are found to be contrary to the rules of this policy until the termination of the employment contract. It is notified to the judicial authorities in case of legal conditions.