

# Human Rights Policy

Quality&Logistic Industrial Services is a company that values humanity, justice, and ethics. We are aware of the importance of human rights and their significance for our company. Therefore, we would like to acquaint you with our policy and approach in the field of human rights.

In our vision, we see a company where every individual has the right to a dignified life, fair treatment, and equal opportunities. This policy provides us with a solid framework to achieve these goals and reminds us of our responsibility to our employees, suppliers, and the community in which we operate.

We live in a time where sustainability and social responsibility are not just slogans, but real values to which we actively commit. Our policy is the result of careful consideration, consultations with stakeholders, and commitments to continuous improvement. We aim to be an example to others in how a company can integrate human rights into its daily operations.

We believe that this policy will strengthen our company, create an environment of trust and cooperation, and bring a positive impact not only to our employees but also to everyone we come into contact with. Together, we can build a world where human rights are protected and respected, and where every individual can fully develop their potential.

We believe that together we will achieve positive changes and contribute to a better and fairer world for all. Thank you for your support and participation in this journey.

## Our main values in the field of human rights

**Non-Discrimination:** In our company, we emphasize absolute non-discrimination in any form. Each employee is evaluated based on their abilities, performance, and contribution regardless of gender, race, religion, sexual orientation, age, or other personal characteristics. The commitment to equal treatment is not only a legal obligation but also the foundation of our corporate culture and identity.

**Right to a Safe and Healthy Working Environment:** We recognize that a safe and healthy working environment is a fundamental prerequisite for the performance and satisfaction of our employees. Therefore, we are committed to ensuring that all workers have access to an environment where risks to their physical and mental health are minimized. Every employee has the right to professional training and information regarding safety and health in the workplace to fully participate in creating a safe environment.

**Right to Work and Fair Remuneration:** Employees are our greatest asset, and therefore, we provide them with rights and conditions that guarantee their dignity and safety. Every employee has the right to a work environment where they feel safe and healthy, a wage that reflects their value and contribution, and working hours and days off that allow for a balance between work and personal life. We create fair and transparent salary structures that reflect the value of each individual's work.

**Freedom of Association:** We are committed to the principle of freedom of association for our employees. Everyone has the right to freely associate and collectively negotiate their working conditions without fear of reprisals. We believe that open dialogue and collaboration with employees are essential for achieving mutual agreement and a sustainable work environment.

**Child Labor and Forced Labor:** We reject any form of child labor and forced labor. We believe that children belong in schools and families, not in workplaces. We are committed to supporting initiatives to eliminate child labor and forced labor not only in our own operations but also among our suppliers and monitoring their compliance.

**Equality of Opportunity:** Our work environment is designed to provide equal opportunities to all employees regardless of their position or function. Equality is more than just a slogan for us - it is a fundamental principle implemented in our company from the recruitment process itself and also within all procedures, evaluation systems, and employee development.

**Education and Information:** We believe that education and awareness are key tools for achieving a culture of understanding and compliance with human rights. We provide regular training programs and information on human rights to all our employees to support the creation of a knowledgeable and ethical work environment.

**Responsibility for Suppliers:** Collaboration with suppliers is fundamental to our business strategy. When selecting and collaborating with suppliers, we monitor their compliance with human rights and support the values embedded in this policy. We form partnerships with those who share our ethical principles and approach.

## Our commitments in the field of human rights

**Scope of Application:** This policy applies to all employees, contractors, and suppliers who collaborate with us within the territory of our operations.

**Commitments:** We are committed to respecting and protecting the human rights and labor rights of our employees and all those who collaborate with us. We explicitly commit to continuing to maintain and create an environment that ensures transparency and communication, zero tolerance for discrimination, a safe working environment, fair wages and working conditions, support for freedom of association and collective bargaining, zero tolerance for child labor and forced labor, inclusive work culture, and last but not least, education and development of our employees.

**Division of Responsibilities:** We clearly define responsibilities throughout the organization. Every manager and employee is responsible for implementing and adhering to this policy within their job duties.

**Quantitative Goals:** We set measurable goals related to human rights and labor rights. These include, for example, reducing the number of occupational accidents, measuring natural and unnatural turnover, involving women in company leadership, ensuring training in workplace safety and health, fire protection, and first aid. Last but not least, we have introduced measurements to support the provision of equal opportunities for women and men.

**Review Mechanisms:** We implement systematic review mechanisms to assess and monitor compliance with this policy. These reviews include regular audit processes, employee satisfaction surveys, and regular evaluations of achieved goals.

**Education and Information:** We provide regular training programs for our employees and suppliers to raise awareness of human rights and labor rights. We also support communication and open dialogue on this topic.

**Supplier Engagement:** We urge our suppliers to adopt and adhere to the same standards of human rights and labor rights. This requirement is part of our business agreements and relationships.

With this policy on human and labor rights, we aim to create a responsible and sustainable work culture based on respect, equality, and fairness. Through regular evaluation and improvement of this policy, with the full support of top management, we are committed to continuous improvement and fulfilling our commitments to people and the community. This policy is publicly available on our website and is part of communication materials for our employees, suppliers, and customers.