

HUMAN RIGHTS POLICY

As Smart Güneş Enerjisi Teknolojileri Araştırma Geliştirme Üretim Sanayi ve Ticaret A.Ş. (“Company”), we conduct our activities with a sustainable development perspective and attach importance to the observance of fundamental human rights in all our business processes. We adopt an understanding that respects human rights in our communication with our employees and all our stakeholders, and we strive to ensure that basic human rights are observed in society. We aim to create an egalitarian, inclusive, contemporary and fair working environment that respects human rights in our activities, we provide equal opportunities to all our employees regardless of age, gender, belief, ethnicity and any other personal characteristics, and we do not allow any practices that evoke discrimination or discrimination itself.

Within the scope of our sustainable goals and activities, Human Rights, which is based on the human rights documents adopted in national and international platforms and is in line with the United Nations (UN) Universal Declaration of Human Rights, the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights in Working Life and national legal texts and within the framework of our policy;

- We act in accordance with the relevant local legislation on child labor and forced labor and international agreements to which Turkey is a party. We do not tolerate any act contrary to human rights in this area under any circumstances.
- We provide a work environment that respects human rights, where social justice and labor rights are constantly improved, and where the most appropriate conditions are in line with occupational health and safety standards.
- We provide fair and appropriate remuneration and fringe benefits to our employees.
- We respect diversity and in this context, we mutually accept our differences.
- While carrying out our activities, we act in accordance with the legal regulations regarding working conditions and all kinds of national and international legislation and standards.
- We observe a zero tolerance approach to any verbal, physical, sexual, psychological and/or emotional abuse.
- We do not discriminate on the basis of birth, country of birth, marital status, pregnancy, dependents, disability, social class, union membership or political opinion, Race, language, religion, religious beliefs, sect, ethnicity, age, duty, gender, gender identity, sexual orientation, color, physical characteristics, in matters such as recruitment, promotion, compensation, fringe benefits, education and employment, and in all other processes, and we apply the necessary sanctions to those who discriminate.
- We create mechanisms to respond to the concerns, suggestions and/or complaints of all our stakeholders, especially our employees, and make the channels functional through which they can deliver their feedback.

- We expect our suppliers and subcontractors to act in accordance with human rights and to comply with this Policy. When we notice any discrepancy, we take preventive actions.
- We respect the rights of communities in the geographies in which we operate, and strive to reduce the negative impacts that may occur.
- We support stakeholder engagement and take care to act by taking into account the expectations of all our stakeholders.

This Human Rights Policy was adopted and put into practice with the Board of Directors Decision No. **23/11/2022** dated. The policy is regularly reviewed and updated when deemed necessary.