HUMAN RIGHTS POLICY

SAYTEK upholds the highest standards in human rights and integrates these values into all its operations. We are committed to ensuring respect, fairness, and equality in all our activities and relationships, thereby fostering a sustainable business approach. All SAYTEK employees, business partners, suppliers, shareholders, and other stakeholders operate in line with the principles outlined in this policy. Human rights are among the core values of our company, and we incorporate these values into our business practices, ensuring that all our stakeholder relationships are grounded in these principles.

Fundamental Principles of Our Human Rights Policy

1. Full Compliance with International Human Rights Standards

At SAYTEK, we adhere to the United Nations Universal Declaration of Human Rights, the International Labour Organization (ILO) conventions ratified by Türkiye, and other international human rights norms. We fully respect our universal human rights obligations, not only as a legal duty but also as an ethical responsibility. We maintain a zero-tolerance policy against any human rights violations in our business processes.

2. Equality and Equal Opportunity

SAYTEK provides equal opportunities to all employees, business partners, and stakeholders. Regardless of gender, age, ethnicity, religion, nationality, disability, marital status, or political views, all individuals are treated fairly in our business processes. Recruitment, promotion, and evaluation processes are conducted based on objective and merit-based criteria. We stand firmly against all forms of discrimination, ensuring that opportunities are provided solely based on qualifications and competencies.

3. Zero Tolerance for Child Labor

SAYTEK strictly prohibits child labor and enforces a zero-tolerance policy against such practices. We reject any working conditions that negatively impact the physical and psychological development of children. We fully comply with international conventions and local legal regulations against child labor. Furthermore, we take a strong stance against human trafficking, forced labor, and modern slavery in the workforce.

4. Respect for Union Rights and Employee Representation

We respect the right of our employees to freely join trade unions and exercise their collective bargaining rights. Union rights are fundamental freedoms, and we fully support them. We encourage open, constructive, and transparent communication between employees and their workplace representatives, ensuring a collaborative and fair working environment.

5. Occupational Health and Safety

SAYTEK prioritizes the health and safety of all employees by implementing necessary measures to provide a safe and secure working environment. We strictly comply with legal regulations and international occupational health and safety standards. Additionally, we collaborate with our suppliers and business partners to ensure that these standards are reflected throughout our business relationships.

6. Zero Tolerance for Violence, Harassment, and Discrimination

We maintain a zero-tolerance policy against physical and psychological violence, harassment, discrimination, abuse, and mistreatment. We take all necessary precautions to ensure that our employees, suppliers, and stakeholders work in a safe, respectful, and inclusive environment. Employees and stakeholders have the right to report any misconduct they experience, and all reports are handled with the utmost diligence and confidentiality.

7. Work Hours and Work-Life Balance

SAYTEK complies with legal work hour regulations in all countries where it operates and ensures that work schedules do not negatively impact employees' health, productivity, or overall work-life balance. We encourage employees to take their legally entitled rest and leave periods, promoting a balanced and sustainable working environment.

8. Equal Pay for Equal Work

SAYTEK upholds the principle of equal pay for equal work. We do not accept wage disparities based on gender, age, ethnicity, religion, disability, or other personal characteristics. Employee compensation is determined based on job requirements, qualifications, and market conditions. Our remuneration policies are transparent and fair, ensuring equal opportunities for all employees.

9. Talent Development and Educational Opportunities

SAYTEK provides equal access to education and professional development opportunities to help employees reach their full potential. Through internal and external training programs, online learning platforms, and leadership development initiatives, we continuously enhance the knowledge and skills of our employees. Our training programs prioritize diversity, inclusivity, and sustainability.

10. Data Privacy and Security

We are committed to protecting the confidentiality and security of personal data belonging to our employees, customers, and stakeholders. All personal data is safeguarded in accordance with local laws and international data protection standards. We implement the necessary technological and organizational measures to maintain high levels of privacy and security.

11. Monitoring and Continuous Improvement

We actively monitor our human rights obligations and conduct regular audits to ensure compliance. By maintaining an ongoing dialogue with employees, suppliers, and stakeholders, we continuously review and enhance our policies and practices. We closely follow all developments in human rights to uphold both legal requirements and ethical responsibilities.

Conclusion

SAYTEK places the utmost importance on respect for human rights in all its operations and business processes. We actively combat human rights violations and promote fairness, equality, and transparency in our relationships with employees, suppliers, and business partners. This Human Rights Policy reflects SAYTEK's global vision and ethical values, serving as a guiding framework for all company operations. By adhering to these principles, we maintain strong, respectful, and equitable relationships with all our stakeholders.

Atty. Selin ÖZER IŞIKDEMİR
Saytek Medikal ve Plastik
Sanayi Ticaret Anonim Şirketi
Board Member