

## SOCIAL RESPONSIBILITY POLICY

Zorlu Enerji Elektrik Üretim A.Ş., Zorlu Doğal Elektrik Üretimi A.Ş., Zorlu Jeotermal Enerji Elektrik Üretimi A.Ş. ve Zorlu Yenilenebilir Enerji A.Ş. are parties to United Nations Global Compact at the level of their main partner Zorlu Holding A.Ş. Within the scope of the SA 8000:2014 standard, which supports corporate identity and development, operational strength, integrated sustainability and the importance and value of employees:

**Preventing child labour:** Protecting children from all kinds of abuse, not employing under the age of 18 within the framework of institutional respect for their healthy development and right to education, and acting under the procedures and principles of employing children and young people,

**Prevention of forced and compulsory labour:** Work must be voluntary and not under a contractual obligation, or in return for debt.

**Ensuring and sustaining occupational health and safety:** Accepting the priority goal of minimizing any loss that may occur by creating a safer and healthier working environment; to implement a working system that prioritizes the general health of employees in line with the legal regulations about occupational health and safety issues and ISO 45001 standard, to effectively improve occupational health and safety practices according to technical developments and innovations,

**Respect for freedom of association and representation and the right to collective bargaining:** Respect for the right of employees to become union members and collectively bargain, and to be represented freely and democratically through employee representatives.

**Prevention of discrimination:** To take care not to discriminate among employees in terms of age, gender, race, religion, language, ancestry, ethnic and national origin, social class, sexual orientation, belief, marital, social or economic status, disability, political view, participation and membership in union activities, family responsibilities, illness, pregnancy or military service status or any other condition that may cause discrimination, and to integrate mechanisms to prevent discrimination into its processes,

**Recruitment, regular employment:** To ensure the continuity of social responsibility requirements, during recruitment and selection of personnel, compliance with company rules and the company's social responsibility conditions will be considered as necessary and important criteria as well as technical and professional knowledge; starting from the recruitment stage, policies to prevent discrimination, abuse, and harassment will be valid in the compensation, performance and employment contract processes; to provide regular employment and social security to employees,

**Preventing discipline, abuse, and harassment:** Prioritizing the peace of the work environment and the happiness of employees; respecting the dignity and personality of employees, not using corporate punishment; not allowing verbal, physical, or psychological harassment, mobbing, threats, or coercion.

**Raising awareness among employees:** Believing that the basis of social compliance is conscious employees, informing employees about SA8000 requirements during the recruitment phase and at certain periods during the employment period,

**Communicating requests and complaints:** Creating alternative methods for each employee to communicate their requests and complaints, establishing a suitable working environment by providing timely and effective evaluation and feedback, and not retaliating against employee requests and complaints.

**Working hours:** To comply with the effective working principle, the laws, and regulations in force in determining working hours, and the voluntary principle in overtime; To limit the weekly overtime period by the SA 8000:2014 standard,

**Wages and payments:** Not to pay wages below minimum wage, to calculate and pay overtime wages as required by law; to determine and pay the minimum wage to be paid to employees at a level that meets the minimum standard of living in the region where the business is located, and to continuously improve the conditions in this regard,

**Compliance with laws and other obligations:** To act following applicable local laws and regulations and international regulations related to the SA 8000 standard,

**Bribery and corruption:** Giving, receiving, or suggesting bribes/corruption or commissions is unacceptable under any circumstances, and acting within the framework of the determined and announced Zorlu Enerji Elektrik Üretim A.Ş. ethical rules,

**Supply chain management:** Obtaining social responsibility commitments from suppliers, subcontractors, and business partners from whom we purchase, evaluating each of them in terms of social responsibility, monitoring the reasonable and sufficient measures they take according to the evaluation results, and supporting cooperation approach to continuous improvement of social responsibility levels,

**SA 8000 Management System:** Commits to carrying out social responsibility activities and the work of the Social Performance Team following the applicable laws and regulations, corporate codes of conduct, the SA 8000:2014 Management System implemented voluntarily and in integration with other implemented management systems; to carry out continuous improvement activities and review them at periodic intervals, and to provide the financial, infrastructure, working environment, and human resources needed for all these activities.



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