

Corporate Restructuring and Human Rights Commitment

At Zorlu Enerji, we are committed to respecting and upholding human rights in accordance with internationally accepted standards, including the United Nations Universal Declaration of Human Rights, the International Labour Organization's core conventions, and other global agreements to which our country is a party. This commitment highlights our requirements and spans across our operations, partnerships, suppliers, and the products and services we offer.

We prioritize the well-being of our employees and ensure that corporate restructuring processes (such as company sales, mergers, acquisitions, or changes in business processes) do not negatively impact their rights or working conditions. Our commitment includes the following key principles:

1. Respect for Human Rights Across All Operations

We are committed to preventing and addressing human trafficking, forced labor, child labor, discrimination, and ensuring freedom of association, the right to collective bargaining, equal remuneration, and non-discrimination across all areas of our operations, including employees, direct activities, products, and services.

2. Employee-Centered Restructuring

We ensure that our employees' rights and well-being are at the core of any human-oriented corporate restructuring process, with measures taken to mitigate any negative impacts on their rights, working conditions, and employment security.

3. Human Rights Due Diligence

We conduct thorough human rights due diligence in our own operations, focusing on labor rights, safety, and working conditions, particularly during periods of corporate change. This includes assessments across direct activities, products, and services, to ensure that no adverse human rights impacts occur.

4. Senior Leadership Involvement

Our senior leadership plays an active role in guiding and overseeing restructuring processes, ensuring institutional integration and the safeguarding of human rights throughout all stages of corporate transitions.

5. Dialogue and Problem Resolution

We foster open and continuous dialogue with employees and their representatives, ensuring that any concerns or issues arising during corporate changes are addressed promptly and transparently. Our aim is to resolve problems in a collaborative manner that respects employees' rights.

6. Transparency in Corporate Change

We provide clear and timely communication to all employees, including employee representatives, about corporate changes and transformation processes. We ensure that these processes are carried out in line with our human-centered approach, respecting employees' rights and preventing the recurrence of violations.

Application to Suppliers and Partners

Our commitment extends beyond internal operations. We require that our suppliers and partners adhere to the same human rights standards we uphold. We conduct assessments and maintain strict oversight to ensure that our business relationships are free from human rights violations, including human trafficking, forced labor, child labor, and discrimination. Suppliers and partners are expected to uphold freedom of association, the right to collective bargaining, and provide equal remuneration to all workers, regardless of gender, race, or other forms of discrimination.

By embedding these principles into our corporate strategy, we aim to ensure that human rights are respected not only within our own operations but throughout our entire value chain, fostering a workplace and business ecosystem where all stakeholders are treated with dignity and fairness.



ELİF YENER

Sector President