

## **Astor Enerji A.Ş. Human Rights Policy**

At Astor Enerji, we consider respect for fundamental human rights as a core value in all aspects of our business. This policy outlines our commitment to conducting our business activities in compliance with national and international human rights standards.

This Human Rights Policy statement applies to all employees, management staff, business partners within our sphere of influence, and other parties in our supply chain.

Astor Enerji is committed to creating a work environment where respect for fundamental human rights is at the core of all activities. In this regard, we pledge to:

- Conduct regular training and awareness programs for all employees and management to enhance understanding of the Human Rights Policy.
- Listen to the suggestions and opinions of employees, customers, and other stakeholders regarding human rights and incorporate these into decision-making processes.
- Initiate a fair remediation process and ensure the necessary cooperation in cases where a human rights violation is identified.
- Adopt a proactive approach to minimize and eliminate the adverse effects of identified human rights violations.
- Promote a balance between employees' work and personal lives by developing and implementing human resources programs that support this balance.
- Encourage Communication and Participation: Provide communication platforms where employees' suggestions and expectations are considered, aiming to increase employee engagement through these platforms.
- Regularly measure and analyze employee engagement and satisfaction through objective and independent surveys.
- Adopt continuously improved approaches to enhance employee engagement, foster a positive workplace climate, and provide a healthy, safe, and value-driven work environment.
- Prohibit child labor in all operations and require the same principles to be adhered to by business partners. Astor Enerji acts in compliance with national and international standards to protect children's rights.

This policy reflects our commitment to uphold human rights at the highest level and ensure its integration into all aspects of our operations and relationships.