

ASTOR ENERJİ A.Ş. ANTI-RETALIATION POLICY

Astor Enerji is committed to safeguarding employees' rights and ensuring a fair and equitable work environment. In this regard, the company adopts the following principles to prevent retaliation:

- Strictly prohibits any form of discrimination, threats, or punitive actions against employees by colleagues or supervisors.
- Provides safe and confidential communication channels where employees can voice their concerns, suggestions, and complaints without fear of retaliation.
- Investigates all retaliation-related complaints impartially, fairly, and promptly, implementing corrective and preventive actions when necessary.
- Protects every employee's rights in accordance with legal regulations and company policies, fostering a respectful and secure work environment.
- Regularly informs and educates employees about retaliation prevention and ethical business practices.
- Ensures full compliance with national and international legal regulations and upholds ethical business principles in all its processes.

Astor Enerji is dedicated to maintaining a workplace built on justice, equality, and trust, where all employees feel valued and secure.

