

Durak Hazelnuts

Trade Union Rights and Social Dialogue Policy

As **Durak Hazelnuts** we recognize the freedom of association of all employees, their trade union rights, and their access to social dialogue mechanisms as fundamental human rights. A working environment where employees can express their opinions, participate in decision-making processes, and be supported through democratic practices is an essential component of our ethical values and sustainability approach.

Protecting and strengthening trade union rights, supporting employee representation, and encouraging open communication in the workplace not only enhance employee satisfaction but also contribute to the long-term sustainability of our corporate success. In this respect, establishing a dialogue-based, participatory, and fair working culture is among the priorities of Durak Hazelnuts.

Within this framework, **as Durak Hazelnuts**, we adopt the following principles in order to protect employees' democratic rights, strengthen social dialogue processes, and create a collaborative working environment:

- Respecting employees' rights to establish or join trade unions of their choice, to be represented, and to participate in collective bargaining processes,
- Ensuring that no employee is subject to pressure, discrimination, obstruction, or any adverse treatment due to trade union activities,
- Establishing transparent, regular, and constructive communication mechanisms with employee representatives,
- Creating and effectively maintaining open communication channels where employees' suggestions, requests, and expectations are considered,
- Adhering to the principles of cooperation, consensus, and fairness throughout collective bargaining processes,
- Conducting regular meetings, information-sharing sessions, and participation processes with employees to further develop social dialogue mechanisms,
- Establishing feedback systems and democratic participation tools to strengthen employees' right to representation,
- Providing a safe working environment where employees can freely exercise their trade union rights,
- Ensuring full compliance with national legislation, ILO conventions, and international standards regarding freedom of association, collective bargaining, and social dialogue,
- Providing the necessary support and facilitation to enable employee representatives to perform their duties independently,
- Developing a culture of mutual respect-based relationships among employees, representatives, managers, and trade unions,

- Expecting our suppliers and business partners to recognize their employees' trade union rights and support social dialogue processes,
- Regularly monitoring, evaluating, and continuously improving our practices to protect trade union rights and enhance social dialogue.
-

We **adopt these principles and consider them fundamental in all our processes.**