



Durak Hazelnuts Working Conditions Policy

At **Durak Hazelnuts** we recognize providing all our employees with a safe, healthy, fair, and decent working environment as a fundamental corporate principle. Continuously improving working conditions, supporting employee well-being, and maintaining a workplace built on trust are integral parts of our sustainability approach.

We are committed to protecting the physical, psychological, and social well-being of our employees, prioritizing occupational health and safety, and fostering an ethical, fair, and respectful workplace culture. In doing so, we comply with fundamental labor standards and operate in accordance with national legislation, international labor standards, and modern employment principles.

Accordingly, **Durak Hazelnuts** is committed to continuously improving working conditions, enhancing employee satisfaction, and ensuring fair practices throughout all its operations by:

- Providing employees with a safe, healthy, and risk-minimized working environment;
- Ensuring full compliance with occupational health and safety legislation, ILO standards, and all applicable regulations;
- Applying a zero-tolerance policy toward forced labor, coercion, threats, abuse, or any form of exploitation;
- Conducting regular risk assessments to identify, eliminate, and prevent factors that may threaten employees' physical and psychological safety;
- Regulating working hours, rest breaks, and overtime practices in accordance with legal requirements and fair labor practices;
- Adopting a fair, transparent, and equitable approach to compensation, employee benefits, and social support;
- Providing training, support, and development opportunities to enhance employees' skills, engagement, and professional growth;
- Implementing additional safety and support measures for women employees, young workers, and other vulnerable groups;
- Prohibiting all forms of discrimination, exclusion, harassment, bullying, or abusive behavior in the workplace;
- Promoting an open communication culture by encouraging employees to freely express their opinions, submit suggestions, and provide feedback;
- Ensuring that recruitment, job assignments, promotions, and performance management processes are based on merit and equal opportunity principles;
- Encouraging our suppliers and business partners to comply with comparable working conditions standards;
- Ensuring confidentiality, impartiality, and timely resolution in all complaints and reports related to working conditions; and
- Regularly monitoring, evaluating, and continuously improving our working conditions practices.