

Durak Hazelnuts Zero Tolerance Policy

Durak Hazelnuts is committed to maintaining a zero tolerance approach to the following practices and firmly opposes any form of such conduct:

Child Labour

- Employing workers under the age of 15 (or below the minimum legal working age as defined by applicable local legislation).
- Employing workers under the age of 18 in forced or coercive labour.

Forced or Bonded Labour

- Preventing workers from leaving the workplace or forcing them to work overtime against their will.
- Using or threatening physical violence or any form of coercion to compel individuals to work.

Inhumane Treatment

- Any form of inhumane or degrading treatment, torture (including sexual abuse), psychological or physical coercion, and/or verbal harassment.
- Restricting freedom of expression and/or freedom of movement.
- Providing substandard living conditions, such as failing to provide access to clean and safe drinking water.
- Intimidation.
- Discriminatory or unequal treatment.
- Threats or acts of violence.

Occupational Health and Safety

- Any violation of occupational health and safety requirements that endangers the health, safety, or lives of employees.

Unethical Conduct

- Attempting to offer bribes or any improper advantage to auditors.
- Engaging in bribery, corruption, facilitation payments, or the offering or acceptance of inappropriate gifts in any company activity.
- Deliberately providing false or misleading information within the supply chain (for example, concealing production facilities, operating without the required business licences, or intentionally understating workforce size).
- We expect our suppliers and contractors to comply with all applicable legal requirements and anti-bribery and anti-corruption laws. Suppliers found to have engaged in bribery or corruption will not be approved or retained.
- Depriving employees of their legally or contractually entitled wages, benefits, or other employment rights.