

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 1/7		

A-Purpose: This Human Resources Policy has been prepared to establish the fundamental principles of Flexati Hose regarding employee rights, human rights and sustainable working conditions and to ensure the effective implementation of these principles in all business processes. Our company considers the health, safety, well-being and professional development of its employees among its priority values in all its activities.

Flexati Hose commits to providing its employees with a fair, safe and respectful working environment. Within this scope, our company adopts a determined approach to preventing discrimination, supporting diversity and developing an inclusive corporate culture. Respecting employee rights, ensuring equal opportunities and maintaining ethical working standards are among the fundamental responsibilities of our company.

Within the scope of the policy, it is aimed to protect employee health and safety, ensure fair and decent working conditions, support employees' professional development, increase training and career opportunities, and strengthen employee participation and social dialogue mechanisms. In addition, preventing forced labor, strictly prohibiting child labor and providing equal opportunities to all employees are fundamental elements of Flexati Hose's human resources approach.

B-Scope: This policy covers all employees, managers, temporary employees, subcontractors and all business partners acting on behalf of Flexati Hose. In addition, suppliers, customers and other stakeholders affected by our company's activities are also obliged to act in accordance with the fundamental principles of this policy.

Flexati Hose does not consider the protection of human rights and the development of employee rights limited only to internal company practices; it also encourages the adoption of these standards throughout the supply chain. Accordingly, the company commits to complying with national legislation and international labor standards in all business processes.

In the event that behaviors contrary to the determined principles and standards are identified, the necessary administrative and legal processes may be applied to the relevant parties. Flexati Hose expects all stakeholders to act in accordance with this policy and contribute to the establishment of a working environment respectful of human rights.

C-Responsibles: This policy has been prepared by the Flexati Hose Human Resources Department and developed by considering the opinions of employees, suppliers and other stakeholders. The implementation of the policy, monitoring and continuous improvement of performance related to human rights and employee rights are carried out by the Human Resources Department.

Within this scope, the Human Resources Department is responsible for;

- Planning and implementing training and awareness activities for employees,
- Evaluating risks and opportunities related to human rights and working conditions,
- Regularly monitoring the objectives and performance indicators determined within the scope of the policy,

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 2/7		

- Effectively managing employee feedback and complaint mechanisms.

The effectiveness and applicability of the policy are evaluated by the Human Resources Department at least once a year. During this evaluation process, employee feedback, performance indicators, internal evaluation results and stakeholder opinions are taken into consideration. Review results are submitted to top management and necessary improvement and development activities are planned.

The policy is updated when deemed necessary in line with organizational changes, updates in national or international legislation or new risks and requirements emerging in the field of human rights.

Revisions made are transparently shared with relevant stakeholders and information processes are carried out.

D-Definitions:

E-Application:

1.Commitments

Flexati Hose accepts the protection of employee rights and human rights as a fundamental responsibility in all areas in which it operates. Our company commits to respecting and protecting the fundamental rights of its employees, suppliers and other stakeholders in line with national legislation, international labor standards and ethical business principles.

1.1 Employee Health and Safety

Flexati Hose adopts protecting the physical and psychological health of its employees as one of its primary objectives. Accordingly:

- Necessary measures are taken for the proactive management of occupational health and safety risks and prevention of occupational accidents.
- Regular occupational health and safety trainings are carried out in order to raise employee awareness.
- Employees are provided with a safe and healthy working environment and necessary personal protective equipment is supplied.

1.2 Employee Welfare and Working Conditions

Flexati Hose commits to providing its employees with fair and decent working conditions. Within this scope:

- Wages and social benefits are provided transparently and in compliance with applicable legislation.
- Working hours and overtime practices are carried out in accordance with Labor Law No. 4857 and related regulations.
- Employees' rest periods, leave rights and work-life balance are regulated accordingly.

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 3/7		

1.3 Career Management and Training

Flexati Hose aims to support the professional development of its employees and provide long-term career opportunities. Accordingly:

- Discrimination is not allowed in recruitment, promotion and career processes and competency-based evaluations are carried out.
- Regular training and development programs are provided to improve employees' knowledge and skills.
- Performance evaluations are conducted according to objective and transparent criteria.
- Promotion and development opportunities supporting employees' career development are encouraged.

1.4 Social Dialogue and Employee Participation

Flexati Hose aims to create a working environment where employees can freely express their opinions and internal communication is conducted openly. Accordingly:

- Open communication channels and Human Resources access mechanisms are provided through which employees can submit their suggestions, opinions and complaints.
- Employees' freedom to join unions and organize is respected; no employee may be forced to join or not join a union.
- Appropriate processes are established for the effective evaluation of employee feedback and complaints.
- Employee representation and participation mechanisms are supported and employees are encouraged to contribute to internal company processes.

1.5 Prevention of Forced Labor


Flexati Hose adopts the principle that all working relationships must be based on voluntariness and implements a zero-tolerance policy against forced labor. Within this scope:

- It is ensured that all employees work of their own free will and forced labor is strictly prohibited.
- Necessary control and evaluation mechanisms are implemented within the supply chain to prevent forced labor risks.
- Mandatory overtime practices are not permitted; overtime is carried out only within the legal framework and with employee consent.
- No employee may be subjected to physical, psychological or emotional pressure; a respectful and safe working environment is provided.

1.6 Prohibition of Child Labor

Flexati Hose accepts the prevention of child labor as a fundamental element of respect for human rights and fully complies with national legislation and international standards in this regard. Accordingly:

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 4/7		

- **Employment of individuals under the age of 15 is strictly prohibited in accordance with Labor Law No. 4857 and related regulations.**
- Age verification of employees is carried out during recruitment processes and compliance with legal working age requirements is checked.
- Necessary evaluation and control mechanisms are implemented to prevent child labor risks within the supply chain.
- Awareness activities aimed at preventing child labor are shared with employees and suppliers.
- Necessary corrective and preventive actions are immediately implemented in the event that a child labor risk is identified.

1.7 Prevention of Harassment and Mobbing

Flexati Hose commits to ensuring that all employees work in a safe, respectful and dignified working environment. A zero-tolerance policy is implemented against harassment, mobbing or any behavior that may harm employees' psychological and physical integrity.

Accordingly:

- All forms of harassment, threatening or discriminatory behavior are strictly prohibited.
- Accessible, safe and confidentiality-based reporting mechanisms are provided for harassment and mobbing reports.
- The confidentiality of reporting employees is protected and retaliation against them is not allowed.
- All harassment and mobbing allegations are investigated independently, impartially and meticulously; protective measures for employees are implemented where necessary.

1.8 Prohibition of Discrimination and Equal Treatment

Flexati Hose adopts equal and fair treatment of all employees as a fundamental principle and implements a zero-tolerance approach against discrimination.

Within this scope:

- Discrimination based on religion, language, race, gender, age, political opinion, marital status, ethnic origin or similar personal characteristics is strictly prohibited.
- Objective and competency-based evaluations are carried out in recruitment, remuneration, promotion, training and termination processes.
- The principle of equal pay for equal work is adopted and wage differences are ensured to be based only on objective and legitimate criteria.
- Diversity and inclusion are supported as an important part of the company culture and a safe working environment is created where all employees can express themselves.

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 5/7		

1.9 Prevention of Human Trafficking

Flexati Hose is strictly against all forms of human trafficking and forced labor and refuses to be directly or indirectly involved in such activities. Our company commits to protecting employees' free will and fundamental rights.

Accordingly:

- Forced confiscation of employees' identity cards, passports or personal documents is strictly prohibited.
- Freedom of movement and working preferences of all employees are protected.
- Human trafficking and forced labor risks within the supply chain are regularly evaluated.
- Business relationships with suppliers that fail to comply or pose a risk of human rights violations are reviewed and may be terminated where necessary.
- Audit and compliance processes are conducted transparently and necessary sanctions are applied against identified violations.

2.Implementation Principles

2.1 Employee Health and Safety

Flexati Hose commits to providing its employees with a safe and healthy working environment by considering physical, chemical, ergonomic and psychosocial risks that may arise from its activities in the rubber sector. Within this scope, occupational health and safety risks are regularly evaluated, necessary preventive measures are taken and the working environment is continuously monitored. In order to prevent occupational accidents and occupational diseases, employees are provided with regular training, equipment safety controls are carried out and necessary personal protective equipment is provided. In addition, employees' health conditions are monitored through periodic controls and improvement activities are implemented in line with risks arising in business processes.

2.2 Working Conditions

Flexati Hose adopts the principle of providing its employees with fair, transparent and legally compliant working conditions. Remuneration processes are managed in accordance with applicable legislation, employee wages are determined above the minimum wage and are regularly reviewed in line with economic conditions. Working hours, overtime practices, leave rights and fringe benefits are carried out in accordance with relevant legislation, and employees' work-life balance is considered. Transparency in working conditions is ensured by communicating wage, fringe benefit and payroll information to employees clearly and understandably.

2.3 Social Dialogue and Employee Participation

Flexati Hose supports a participatory working environment where employees can freely express their opinions, suggestions and expectations. Social dialogue is strengthened through employee representatives, feedback mechanisms and confidentiality-based reporting channels, and employees'

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 6/7		

participation in internal company processes is encouraged. Feedback received from employees is regularly evaluated and practices that will contribute to improving working relationships are supported.

2.4 Career Management and Training

Flexati Hose considers the professional and personal development of its employees as an important part of the company's sustainable success. Recruitment, performance evaluation, training and promotion processes are managed with a fair, transparent and competency-based approach. Employees are provided with regular training opportunities to support the development of their knowledge and skills. Performance evaluations are conducted regularly, opportunities for career development are reviewed and internal mobility is encouraged where appropriate.

2.5 Prevention of Child Labor and Forced Labor

Flexati Hose adopts a zero-tolerance approach against child labor, forced labor and human trafficking. It is accepted as a fundamental principle that all working relationships must be based on voluntariness. Age verification is carried out during recruitment processes and employment of individuals below the legal working age is not permitted. The same approach is adopted for the supply chain, and monitoring is ensured through existing control and reporting mechanisms against human rights violations. In the event of identifying potential violations, necessary investigation, protection and corrective actions are implemented.

2.6 Prevention of Discrimination and Harassment

Flexati Hose commits to providing all employees with a respectful, fair and safe working environment. Behaviors such as discrimination, harassment, bullying and mobbing in the workplace are strictly prohibited. Objective and egalitarian criteria are adopted in recruitment, remuneration, promotion, training and termination processes. Employees may safely report discrimination or harassment situations they encounter through the Human Resources department or existing reporting mechanisms. All reports are evaluated confidentially and necessary measures are implemented meticulously.

2.7 Respect for Human Rights and Stakeholder Approach

Flexati Hose adopts an approach respectful of human rights not only towards its own employees but also towards all stakeholders affected by its activities. The company considers the impacts of its operations on local communities, suppliers and other stakeholders; supports the protection of property rights, security rights and fundamental human rights. Dissemination of ethical and human rights-compliant practices throughout the supply chain is encouraged and existing processes are operated to evaluate potential violations.

3.Reference

While establishing its policies regarding human rights and employee rights, Flexati Hose takes into account internationally recognized standards and guiding principles in addition to national legislation.

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU

Document No: HR_PL_0003	Published Date: 5/15/2026	Flexati Hose Human Resources Policy	
Revision No: 1	Page No : 7/7		

Our company adopts respect for human rights as a fundamental value at all stages of its activities and refers to the following national and international frameworks:

- **United Nations Universal Declaration of Human Rights (UDHR):** Universal human rights standards defining the fundamental rights and freedoms of all individuals.
- **International Labour Organization (ILO) Core Labour Standards:** Especially regulations regarding the prevention of forced labor (Conventions No. 29 and 105) and the elimination of child labor (Conventions No. 138 and 182).
- **United Nations Global Compact:** Fundamental principles for the business world regarding human rights, labor standards, environment and anti-corruption.
- **United Nations Sustainable Development Goals (SDGs):** Especially SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions).
- **OECD Guidelines for Multinational Enterprises:** Internationally recognized guiding principles regarding responsible business conduct.
- **United Nations Guiding Principles on Business and Human Rights (UNGPs):** Fundamental principles for protecting, respecting and remedying human rights violations in business life.
- **Labor Law No. 4857:** The fundamental legal framework regulating working life and employee rights in Türkiye.
- **Social Insurance and General Health Insurance Law No. 5510:** National legislation regulating employees' social security rights.
- **Personal Data Protection Law (KVKK):** National regulations regarding the protection of personal data of employees and stakeholders.

Prepared By	Approved By
CENK ÖZDEMİR	AYKUT MURAT EROĞLU