



## **PETROL OFISI GROUP HUMAN RIGHTS POLICY**

This Policy summarizes Petrol Ofisi Group's human rights approach and commitment to relevant obligations. Petrol Ofisi complies with all applicable legal requirements and respects the rights and dignity of individuals in all its operations. This Policy includes our commitment to respect the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the Worst Forms of Child Labor Convention (No. 182), and Maritime Law, in the regions where we operate.

Petrol Ofisi makes continuous and regular efforts to enhance its employees' productivity and improve the company's working culture. Creating and sustaining a meaningful and professional working environment is among the company's top priorities in this framework. Our company operates by global ethical principles in areas such as recruitment, career development, compensation and benefits management, training and development processes, and diversity, providing equal opportunities. The primary criterion for appointment, promotion, or recruitment is the individual's professional and managerial competence to perform the job effectively. Employees are encouraged to develop themselves, necessary actions are taken to enhance their talents and skills, and opportunities are provided to grow their abilities and potential.

Petrol Ofisi complies with current labor and employment laws and regulations. Our company adopts a zero-tolerance policy towards any form of human rights violation. It never tolerates harmful practices such as forced labor, child labor, discrimination, and harassment. Any discriminatory factor, such as language, religion, sect, race, nationality, gender, sexual orientation, social or personal status, health status, marital status, personal belief, or disability does not create any privilege within talent management.

Petrol Ofisi places the utmost importance on respecting human rights and protecting them to the highest degree. Petrol Ofisi takes a firm stance against child labor that causes physical and psychological harm to children and deprives them of their right to education. Additionally, it exhibits an attitude against forced labor encompassing all forms of unwilling and coerced work. Nevertheless, Petrol Ofisi supports social responsibility projects aimed at children's development and effectively reflects the value of "National Pride."

Employees are supported in family health matters. Necessary efforts are made towards gender equality. Progress in gender equality is measured, and the results are evaluated within the sustainability framework.

Petrol Ofisi takes necessary actions to provide a safe and healthy workplace by current occupational health and safety laws, regulations, and internal requirements. It identifies risks that could cause accidents, injuries, and health issues and works to maintain a healthy and productive workplace environment sustainably.



# Petrol Ofisi

Petrol Ofisi respects the right of its employees to join a legally recognized non-governmental organization and engage in collective bargaining without fear of retaliation.

No tolerance is shown towards any form of harassment, violence, or threat involving physical, mental, or emotional abuse. Petrol Ofisi adopts a zero-tolerance policy towards inappropriate behavior and conduct. Regardless of the position or status of the violators, relevant disciplinary sanctions are rigorously applied. This determined attitude towards inappropriate behavior forms the basis of our company's corporate values.

The confidentiality of our employees' personal rights is protected, and necessary care is taken within the scope of information security. Data privacy standards comply with relevant regulations.

Petrol Ofisi adheres to legal working hours to avoid exceeding the maximum weekly working hours, and necessary evaluations are conducted monthly. It is essential that the employees can work healthily, take regular breaks and holidays, and establish an efficient work-life balance. All wages, including social benefits, are paid by applicable laws and regulations.

All subsidiaries, stations, business partners, service providers, contractors, consultants, vendors, dealers, agents, and similar business partners of Petrol Ofisi are expected to comply with this Policy. Petrol Ofisi employees strive to act by human rights in all relationships and work to prevent human rights violations.

Petrol Ofisi Group  
CEO

Mehmet Abbasoğlu