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1. Purpose and Scope

POLLYBOOT operates with an approach focused on efficiency and sustainability.

POLLYBOOT adopts an understanding that respects human rights for its employees and all stakeholders with whom it has business relations and aims to ensure that fundamental human rights are observed throughout society. In this context, it has established its Human Rights Policy.

The policy covers primarily employees, business partners, and suppliers. POLLYBOOT informs its employees about the rules specified in the Policy through annual training or announcements. is conveying.

The Policy was approved by the Board of Directors and came into effect as of March 10, 2021.

2. Principles and Commitments

In accordance with the Universal Declaration of Human Rights, it respects universal human rights and aims to prevent human rights violations.

Equal Opportunities, Respect for Differences and Diversity

In human resources processes such as compensation, recruitment, personal and professional development and in the work environment, it displays an equal attitude among employees without making any distinction based on gender, language, religion, race, ethnicity, sexual orientation, nationality, age, pregnancy, marital status, union membership, political views and similar issues, and does not discriminate on these issues.

Kinship ties do not excuse failure to meet the criteria required for a job. The basic criterion for selecting or promoting a person for a job or changing their job is that the person is suitable for that job and does not discriminate among its employees based on the principle of equal opportunity. While implementing its approach to employees with the principle of the right person for the right job, it manages processes transparently based on the qualifications, experience and performance of employees.

The Right to Collective Bargaining and Freedom of Association

Respects employees' right to collective bargaining and freedom of association.


Freedom of Expression

It adopts the principle of preventing any situation that would hinder employees' exercise of their right to freedom of expression in the work environment.

Healthy and Safe Working

It prioritizes providing all employees with the conditions and work environment where they can work safely and happily, and acts in line with the goal of "zero accidents" in all its activities. It observes full compliance with international principles and national laws and regulations regarding OHS; and is committed to providing good practices beyond legal obligations.

Preventing Abuse

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It absolutely does not tolerate incidents such as mistreatment, intimidation and harassment in the workplace.

Forced Labor and Human Trafficking

It strictly prohibits forced labor and human trafficking.

Child Labor

It prohibits the use of child labour in line with the principle of not employing child labour set out in the International Labour Organisation's Declaration of Fundamental Principles and Rights at Work.

Acts Constituting a Crime

It expects employees to be sensitive in initiatives that may result in a crime or violation of rights.

Stakeholder Feedback

It attaches importance to the feedback and opinions of stakeholders about the policy.

3. Compliance, Monitoring and Auditing

Responsibility for human rights policy lies at the highest level with the Chairman of the Board.

The Board of Directors of the Company is responsible for determining and operating the notification, investigation and sanction mechanisms in case of non-compliance with the human rights policy, rules and regulations. is responsible.

POLLYBOOT strives to reduce and prevent any negative impacts on human rights that may occur during its activities. In cases where human rights are at risk, the necessary measures are taken by contacting the authorities.

The policy is reviewed by the Board of Directors every two years and the implementation of the policy is monitored. In case of feedback from stakeholders, the Board of Directors takes action quickly and reviews the Policy.

4. Resolving Policy Non-Compliances

Formal and informal complaint mechanisms are being developed to compensate for rights violations committed within the scope of the policy.

The Board of Directors may seek expert advice if deemed necessary and may benefit from experts during the investigation by taking measures that will not violate the principles of confidentiality.

There will be no retaliation against any employee who raises a concern under the Policy, and reports will be handled through processes that protect confidentiality. Failure to comply with the Policy may result in disciplinary or criminal action.

5. Entry into force

The policy comes into effect on March 10, 2021.

6. Public Information

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The Policy is shared on our website in English and Turkish. It is mandatory to announce the Policy to all stakeholders, including all employees. The same obligations apply in case of any changes to the Policy.