

OUR CORPORATE SOCIAL RESPONSIBILITY POLICY

1. HUMAN RIGHTS

We have respect for human rights. We are against forced labor and human trafficking. We treat everyone equally and fairly. We act sensitively to the traditions and cultures of Turkey and the countries in which we operate, and act in accordance with all legal regulations. We are against discrimination among employees based on language, race, color, gender, political opinion, belief, religion, religious sect, age, physical disability and similar reasons. As PHI company, we believe that all of our employees have the right to work in a healthy and safe environment, in working conditions that comply with human dignity. Our employees are our most valuable wealth and ensuring the safety and protection of our employees is our top priority business goal. We believe that our human resources are the most important element of sustainable growth. We ensure that our employees use their personal rights fully and correctly. We approach our employees honestly and fairly, and offer a safe and healthy working environment without discrimination.

2. WORKING CONDITIONS

2.A. PREVENTION OF CHILD EMPLOYMENT

Child labor cannot be employed at any stage of production. Businesses must comply with the age limit stipulated by the practices of the International Labor Organization for the employment of children. This age limit must not be below the age at which the child reaches at the end of the compulsory education period, and in no case below the age of 15. However, a lower age limit applies in countries where economic and vocational education opportunities are less developed. The age limit here is 14.

2.B. WAGES, SOCIAL SERVICES AND OFFICE HOURS

Wages and social services should be determined in accordance with the basic principles of minimum wage, overtime and social services mandated by law. Working hours must comply with applicable laws. Overtime should only be done when the employee volunteers, and after 6 consecutive working days, the employee should be given at least 1 day off.

2.C. RIGHT TO WORK FREELY

Forced or compulsory labor is prohibited. Employees have the right to terminate the employment contract within an appropriate time frame.

2.D. FREEDOM OF ASSEMBLY AND LABOR UNION

Our employees should be able to have frequent conversations with business management about working conditions without fear of negative consequences of any kind. In addition, our employees have the right to join a union, to appoint a representative or to be elected as a representative by uniting among themselves.

2.E. HEALTH AND SAFETY

The institution, within the framework of the law, ensures the safety and health of its employees in the workplace and constantly tries to improve the work environment.

3. PROFESSIONAL ETHICS

3.A. FIGHTING AGAINST CORRUPTION

The purpose of this article is to encourage employees of PHI to raise their concerns when they have any concerns about the company. Employees are the first to realize something is wrong with PHI. The "Whistle-Blowing" movement is seen by PHI as a positive move that can make a valuable contribution to the efficiency and long-term success of the organization. The highest level of integrity is expected in all business activities and relationships. All forms of corruption, bribery, blackmail and abuse are strictly prohibited. Including our own activities as an Employee; If there are concerns about the supplier, customer and any related party, the complaints are expressed in accordance with the escalation scheme. Under no circumstances will PHI tolerate the exchange of money or gifts to influence the behavior of another person, organization, politician, government employee or office for the sake of commercial or personal benefit.

3.B. PROHIBITION OF DISCRIMINATION

It is forbidden to discriminate against employees of any kind; including seeing people at a disadvantage due to their gender, race, social group, color, disability, labor union, political view, origin, religion, age, pregnancy.

3.C. CONFLICT OF INTEREST

We request employees to refrain from any personal, financial, family or other interests that may interfere with their ability or willingness to perform their duties.

4. EMPLOYEES' CODE OF CONDUCT

4.A. LAW-ABIDINGNESS

All employees must maintain the legality of our company. They must comply with all environmental, safety and fair trade laws. We request our employees to act ethically and responsibly regarding the finance, product, partnership and corporate image of our company.

4.B. PROTECTION OF COMPANY PROPERTY

All employees must treat our company's property, material or intangible, with respect and care.

EMPLOYEES:

Employees may not abuse or excessively use Company equipment. Employees respect all intangible property. Intangible property includes copyright, trademarks and other property such as information and reports. Employees use them only to complete job tasks. Whenever possible, employees protect company facilities and other tangible property such as company cars from damage and vandalism.

4.C. PROFESSIONALISM

All employees must demonstrate honesty and professionalism in the workplace.

4.D. PERSONAL APPEARANCE

All Employees must comply with our personal appearance and dress code

4.E. BUSINESS RULES AND AUTHORITY

All Employees must carry out their duties to the customers, shareholders and public with respect and honesty. Directors must not misfeasance. We request our directors to delegate their duties to team members, taking into account their Authority and workload. Likewise, we expect team members to follow team leaders' instructions and complete their tasks on time and with skill. We encourage "mentorship" throughout our company.

4.F. CONFIDENTIALLY

Confidential and proprietary information; includes information about PHI that may create a competitive disadvantage, trade secrets, financial and other information that has not yet been disclosed to the public, information on personnel rights and information within the framework of "confidentiality agreements" concluded with third parties. As PHI employees; we attach importance to protecting the privacy and private information of our customers, employees and other relevant persons and institutions we work with. Protects confidential information regarding the activities of Affiliates and uses this information only for PHI purposes; We share this information with the relevant persons only within the specified authorities. It is absolutely unacceptable for us to gain any commercial advantage by leaking any confidential information (insider trading) belonging to PHI. When leaving our company, we do not leak confidential information and documents we have due to our duties, as well as studies such as projects and regulations.

5. ENVIRONMENT

We manage the environmental impacts that may arise from all of our activities with sense of responsibility. All of our companies are obliged to identify and implement all kinds of improvement and development studies that will minimize the environmental impact of their activities at a level appropriate to their fields of activity. Our company has "ISO 14001 Environmental Management System". The Company's goal is to continuously develop with an effective environmental management system by providing the necessary technical, financial and human resources to achieve its environmental principles and targets at every stage of PHI, raw material selection, production and service activities.

We request our companies to implement the best environmental solutions beyond their legal obligations and to support any initiative that will help the development and spread of environmentally friendly technologies and increase environmental awareness.

RESPONSIBILITY AND APPLICATION

All of our managers and employees are responsible for corporate social responsibility practices throughout our Group. PHI employees or business partners must report any known or suspected behavior that violates this regulation to official reporting channels. PHI prohibits retaliation against anyone who reports a violation. In case of violation of our ethical rules, the resolution of disputes will be carried out by the Disciplinary Board established in accordance with the company's "Disciplinary Procedure".