

## A. OBJECTIVE

The objective of this policy is to set forth Türkiye Sınai Kalkınma Bankası A.Ş. (TSKB)'s responsibilities and principles concerning human rights.

## B. SCOPE

This policy applies to all the personnel and activities of TSKB's headquarters and branch units.

## C. PRINCIPLES AND PRACTICES

1. With respect to practices concerned with such fundamental principles as human rights, labor rights, and social justice, TSKB takes care to abide by the requirements of international agreements such as International Labor Organization conventions and the United Nations Universal Declaration of Human Rights to which Turkey is a party.

2. TSKB provides its employees with a workplace environment that is mindful of their physical and psychological wellbeing, educates and informs them on such matters, and takes all due measures in light of the requirements of occupational health & safety good practices as well as applicable laws, regulations, and administrative provisions.

3. TSKB forbids any form of discriminatory or preferential treatment towards or among any of its personnel and in all of its dealings with them; TSKB disregards any differences among them as to gender, mental/physical disability, age, race, religion, language, sect, creed, culture, or social background.

4. Human resources management at TSKB encourages employees to take part in business processes and to be creative through transparent communication channels that are made available for them to use to express their opinions and to make suggestions.

5. TSKB provides ways for employees to submit complaints—including anonymous complaints if need be.

6. TSKB's human resources practices are set out clearly in internal regulations, which are made conveniently accessible to all personnel.

7. TSKB supports its employees' personal and professional progression through ongoing feedback and training and in such a way as to motivate them and enhance their sense of loyalty to the company.

8. TSKB regards the following as causes for employee disciplinary action: making any insulting, demeaning, and/or groundless accusation or complaint for the purpose of tarnishing the reputation of any individual or organization; making false statements that injurious to someone's honor or reputation; engaging in any offensive behavior that attacks the legal rights and/or the reputations of individuals or organizations and is unjustified.

9. TSKB takes all necessary measures to prevent efforts to frustrate the open channels of communication that it regards as importance and to thwart the reporting of possible violations.

10. TSKB takes all necessary measures to deal with workplace behavior that may lead to any form of discrimination, mistreatment, or other abuse.

11. TSKB employees are individually responsible for understanding and abiding by the foregoing principles and for behaving trustworthily and honestly both in their dealings with the Bank and their fellow employees and in their other business relationships.

### **D. ENTRY INTO FORCE**

This policy goes into effect as of the date on which it is approved by the Board of Directors.