

# HUMANS RIGHTS AT WORK POLICY

04.09.2023

This Human Rights Policy is designed to define our company's approach and principles on Human Rights and to emphasize the importance Akten Cosmetics places on Human Rights through the standards we implement.

This policy applies to all employees and managers of Akten Cosmetics, and all personnel are required to act in accordance with this policy. Our company expects relevant parties, suppliers, and customers to adhere to this policy to the extent applicable

This policy has been prepared in accordance with the International Human Rights Declarations, including the United Nations (UN) Universal Declaration of Human Rights and International Human Rights Law, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles.

In the implementation of this policy, we are subject to the laws of many countries in which we operate and are committed to complying with all applicable laws. If our procedures and external commitments are stricter than local laws, we will adhere to our standards.



**ABOLITION OF CHILD LABOUR:** Our company is against the use of child labor. We will work in collaboration with our subcontractors and suppliers to eliminate or prevent all forms of child labor, ensuring that it is in the best interest of the child..

**ELIMINATION OF FORCED OR COMPULSORY LABOUR:** Our company opposes the use of forced or coerced labor. Additionally, we will work with our subcontractors and suppliers to prevent any indirect benefit from or support for such illegal practices.

**ELIMINATING HARASSMENT AND VIOLENCE:** Our company is committed to creating a work environment free from all forms of harassment, abuse, exploitation, or violence, in accordance with the regulations of each country in which we operate.

**WORKING WAGE:** Akten Kozmetik aims to offer competitive salaries based on local market assessments and to provide at least equal compensation for each employee.

**ELIMINATION OF DISCRIMINATION AT WORK:** Akten Kozmetik ensures that every employee and potential employee is treated fairly and with dignity. In this regard, no unlawful discriminatory practices based on race, color, sexual orientation, age, ethnic origin, national or social origin, property, political or other opinions, disability, birth, or any other reason will be tolerated. The company strives to provide each employee with equal opportunities for advancement without encountering discrimination

**GENERAL MANAGER**

**EMPLOYMENT CONDITIONS:** Our organization complies with all laws related to employment conditions, including regular working hours and overtime, and will adhere to agreements negotiated with employee representatives.

**FREEDOM OF ASSOCIATION AND THE RIGHT OF COLLECTIVE BARGAINING:** Our organization supports the freedom to form associations and the effective recognition of the right to collective bargaining. We also commit to supporting our subcontractors in implementing this principle.

**FORCED DISPLACEMENT:** As a company, we aim to prevent involuntary relocations. In cases where such relocations are unavoidable, we commit to following the guidelines set by national governments or regional authorities for relocation and rehabilitation, and to acting in accordance with international human rights standards.

**FOR CIVIL SOCIETY:** Our company respects the rights of local communities as defined by the applicable national and evolving international standards.

**COMPLIANCE WITH NATIONAL AND INTERNATIONAL STANDARDS:** Our organization is committed to ensuring the safety of our operations and aligning our engagement with public and private security forces with the laws of the relevant country as well as international standards, including the Voluntary Principles on Security and Human Rights. We will design our security measures to balance the respect for human rights with the need to address our safety requirements.

**GENERAL MANAGER**