

# Human Rights Policy

## 1. Introduction

IMCA Elektronik is committed to respecting and promoting human rights in all business activities. Respect for human rights is carried out in alignment with internationally recognized human rights frameworks, such as the United Nations Universal Declaration of Human Rights and the International Labour Organization's core labor standards. This policy defines the standards to be followed across all our operations to protect and promote human rights for employees, contractors, suppliers, and other stakeholders.

## 2. Scope

This policy applies to all IMCA employees, contractors, suppliers, and business partners worldwide. It covers human rights issues such as labor standards, non-discrimination, health and safety, and freedom of association, ensuring that all business activities comply with international laws and best practices.

## 3. Core Principles

- **Non-Discrimination and Equal Opportunity:** IMCA provides a work environment free from discrimination based on race, gender, religion, nationality, sexual orientation, age, disability, or any other status. We are committed to offering equal opportunities in recruitment, promotion, and development for all employees.
- **Fair Compensation and Working Conditions:** IMCA ensures that employees are fairly compensated in line with local labor laws and international standards. We guarantee safe working conditions, reasonable working hours, and the right to rest, including annual leave.
- **Prohibition of Forced and Child Labor:** IMCA strictly prohibits forced labor, human trafficking, and child labor in all its operations. We also expect the same commitment from our suppliers and business partners.
- **Health, Safety, and Well-being:** IMCA takes all necessary measures to ensure that employees work in a healthy and safe environment. We implement health and safety standards in compliance with national laws and best industry practices.
- **Freedom of Association:** IMCA respects employees' rights to form and join unions and to engage in collective bargaining. We believe that open communication between management and employees is essential to ensuring fair treatment.



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#### 4. Supplier and Partner Expectations

IMCA expects its suppliers and business partners to respect human rights and to adhere to the high standards outlined in this policy.

#### 5. Reporting Human Rights Violations

Employees and stakeholders are encouraged to report any suspected violations of this policy. IMCA guarantees that those who report violations in good faith will not be subject to any retaliation. Reports may also be submitted through anonymous channels, where available.

#### 6. Consequences of Policy Violations

Violations of this Human Rights Policy will result in disciplinary action, which may range from warnings to termination of employment, depending on the severity of the violation. Furthermore, contracts with business partners and suppliers who breach this policy may be terminated, and legal action may be pursued. IMCA will take all necessary measures to investigate and prevent any human rights violations and will fully cooperate with the relevant authorities.

#### 7. Training and Awareness

All IMCA employees will receive regular training on human rights standards and this policy. These trainings will help employees identify human rights risks, understand their responsibilities, and act in compliance with legal and ethical standards in all business activities.

#### 8. Monitoring and Review

IMCA is committed to regularly reviewing and updating this policy. The Compliance Department is responsible for monitoring its implementation and investigating potential violations.



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