



Social Compliance and Employee Rights Policy

We as Nova, our main commitment is to fulfill the following items to create a safe, healthy and quality work environment for our employees and other interested parties.

- a) To respect the human rights and enforce employee rights without compromise,
- b) Not to make a privilege based on race, color, gender, religion, political thought, philosophical belief, sect, marital status, age and physical disability related to the rights of the employees,
- c) Not to discriminate in employment and professional practices,
- d) To respect the personalities of the employees,
- e) To adopt the principles of honesty, fair management and equality in relations with employees,
- f) To provide equal opportunity and chance for the professional development of the employees without making any gender discrimination,
- g) To ensure that all personal information related to employees are protected and kept confidential,
- h) Not to employ children and young workers,
- i) Volunteering and consent-based work are essential. Not to force any of employees to work,
- j) To adhere and apply without exception all the legal regulations, freedom of association and collective bargaining rights specified in Labour Law of Turkish Republic and in parallel with the accepted ILO conventions,
- k) To respect the right of employees to form, join or assist a workers' organisation, engage in or refrain from engaging in legal activities, and not discriminate or punish employees for exercising these rights.

Ayçe Şule GÜRLEYİK
Vice Chairman
30/12/2021