

HUMAN RIGHTS POLICY

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The Human Rights Policy, an annex to the Sustainability Policy, aims to protect, promote, and strengthen the fundamental rights of our employees, suppliers, and all stakeholders. In line with our sustainability and corporate responsibility approach, the policy ensures compliance with national and international legislation and universal standards on human rights, prevents rights violations, and establishes fair and inclusive working conditions.

The Human Rights Policy applies to all employees, managers, subcontractors, suppliers, business partners, representatives, and all factories within Ateş Wind Power.

Within the scope of this policy, Ateş Wind Power accepts, undertakes, and declares the following principles:

- Act in accordance with the International Labour Organization (ILO) conventions ratified by Turkey and the United Nations Universal Declaration of Human Rights.
- Comply with relevant local legislation and international agreements on child labor; implement awareness and training programs to combat child labor.
- Prohibit forced labor and any practices restricting employees' freedom of movement; provide training to employees on these matters.
- Uphold human rights and provide a healthy, safe, and dignified working environment; take necessary actions to ensure workplace safety and well-being.
- Respect diversity and differences mutually.
- Ensure non-discrimination in all processes including recruitment, promotion, compensation, benefits, training, termination, and dismissal, regardless of race, language, religion, sect, ethnic origin, age, position, gender, gender identity, sexual orientation, color, physical characteristics, country of birth, marital status, pregnancy, dependents, disability, social class, political views, or similar factors.
- Offer fair compensation and benefits in accordance with the principle of equal pay for equal work.
- Support employees' career and personal development by providing training and capacity-building opportunities to help them realize their individual potential.
- Support youth employment by developing initiatives to increase young people's participation in the workforce; implement internships, talent development plans, and career opportunities to enhance skills and employment prospects.
- Maintain a zero-tolerance policy against verbal, physical, or psychological harassment, assault, or abuse; provide preventive training and respond promptly and effectively to incidents in accordance with company disciplinary procedures.
- Respect the rights of local communities; minimize negative impacts on quality of life; reduce environmental and social impacts; support regional development and improve access to opportunities through social responsibility projects.
- Ensure recruitment processes are fair, transparent, and equal; do not request any fees or costs from employees for job placement or hiring.
- Respect employees' rights to freely express their views and preferences regarding their work life and voluntarily exercise their legal rights.
- Oppose violations of land rights, including forced eviction; respect individual and community property rights.
- Ensure all employees can freely retain their identity and travel documents, which must not be withheld by the employer.
- Establish effective command structures and monitoring mechanisms to ensure that security forces act in accordance with human rights.

Our Human Rights Policy is applied throughout all company activities. Human rights practices are considered at every stage, from daily operations to strategic planning. Necessary financial and technical resources are provided; current legislation, training opportunities, and technological developments are closely monitored, and expert support is obtained when needed.

Primary responsibility for implementing the Human Rights Policy lies with the Factory Directors, who ensure its effectiveness and report results to the Board of Directors. All employees and business partners are responsible for fulfilling legal obligations related to human rights. Top Management regularly monitors and evaluates practices under the Human Rights Policy.

This policy is reviewed by Top Management at least once a year and updated according to legislative changes, audit results, and feedback from internal and external stakeholders.