

Ileri Group - Commitment to Human Rights and Working Conditions

Introduction:

- At Ileri Group, we are committed to upholding the highest standards in human rights and providing optimal working conditions. This document outlines our approach and policies in alignment with international standards and our corporate values.

1. Adherence to International Human Rights Standards:

- Compliance with the Universal Declaration of Human Rights and relevant international conventions.
- Zero tolerance policy for any form of forced or child labor.

2. Equal Opportunity and Non-Discrimination:

- Commitment to providing equal employment opportunities regardless of race, gender, religion, or background.
- Strict prohibition of discrimination and harassment in the workplace.

3. Health and Safety in the Workplace:

- Adherence to ISO 45001 standards for occupational health and safety.
- Regular health and safety training for all employees.
- Provision of safe working conditions and necessary personal protective equipment.

4. Fair Compensation and Working Hours:

- Ensuring fair wages that comply with national laws and industry standards.
- Clear and reasonable work-hour policies that respect employees' work-life balance.

5. Freedom of Association and Collective Bargaining:

- Respect for employees' right to join or form trade unions and engage in collective bargaining.
- Open communication channels for employee concerns and suggestions.

6. Continuous Improvement and Compliance Monitoring:

- Regular audits and assessments to ensure ongoing compliance with human rights and working conditions standards.
- Commitment to continuous improvement based on audit findings and stakeholder feedback.



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7. Supplier and Partner Expectations:

- Extending human rights and working conditions standards to our suppliers and business partners.
- Regular evaluations of suppliers and partners to ensure compliance with our standards.

8. Training and Awareness:

- Ongoing training programs to educate employees about their rights and responsibilities.
- Awareness campaigns to reinforce the importance of human rights and ethical working conditions.

9. Grievance Mechanism:

- Established procedures for employees to report violations of human rights or unsafe working conditions without fear of reprisal.

Conclusion:

- At Ileri Group, our commitment to human rights and optimal working conditions is integral to our corporate responsibility and business ethics. We strive to create a workplace environment that not only respects but also promotes the well-being and dignity of every employee.

This document serves as a comprehensive overview of Ileri Group's stance and policies on Human Rights and Working Conditions, ensuring a respectful, safe, and equitable workplace.



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