

Human Rights Policy

Çolakoğlu Metalurji observes human rights, the right to work in a safe working environment, fair wages and fringe benefits, the right to equal pay for equal work, the right to organise and participate in collective bargaining, stands against forced labour and child labour, and does not discriminate on the basis of race, gender, nationality, ethnic origin, language, religion or any other status in all business processes. In this direction, it accepts full compliance with all applicable laws and regulations as an unchangeable goal. While determining the company's management cycle, fields of activity and responsibilities, it acts in accordance with these principles and ensures their continuity.

Respecting and promoting these fundamental rights are among the core values of Çolakoğlu Metalurji. Çolakoğlu Metalurji takes into account internationally recognised ethical business standards, including the Universal Declaration of Human Rights, ILO conventions and national laws regarding human rights.

Health, Safety and Environment

Çolakoğlu Metalurji undertakes to use resources in the most efficient way by reducing energy and water intensity within the scope of its operational excellence approach, to support the transition to a low-carbon economy by working towards reducing both direct and indirect greenhouse gas emissions in the long and medium term within the framework of Turkey's national declaration of intent, to ensure the continuity of its positive contribution to the circular economy by maximising material efficiency and the use of recycled materials, and to continuously improve its sustainability management approach and performance.

Çolakoğlu Metalurji adopts the vision of zero accidents in occupational health and safety. It focuses on identifying the risks of occupational accidents and occupational diseases that may arise from its activities in advance.

It designs and operates its facilities in a way to protect the environment and the health and safety of its employees.

Private or Public Security Forces

Çolakoğlu Metalurji's relations with public and private security forces comply with applicable laws. Security arrangements are carried out in a way to meet the security needs. In order to protect its work areas, Çolakoğlu Metalurji takes necessary measures to ensure that both its own security employees and the employees of the company from which it receives services respect human rights.



Discrimination and Harassment

At Çolakoğlu Metalurji, no discrimination that may arise from ethnic origin, religion, language, race, age, gender, sexual orientation, physical disability or similar reasons is allowed in all human resources processes starting from the recruitment stage. Demeaning behaviours such as verbal and physical violence, harassment and threats are not tolerated and a safe working environment is provided for employees.

Diversity Equality and Inclusion

Çolakoğlu Metalurji employees recognise the value of having a business that reflects the diversity of backgrounds and experiences, including gender, race, religion, language, ethnicity, age and sexual orientation, and respect people as individuals. All human resources processes, including recruitment, training and development, remuneration and promotion processes, are based on qualifications, performance, skills and experience, taking equal opportunities as a fundamental value.

Working Hours, Remuneration and Benefits

Çolakoğlu Metalurji takes care to ensure that working hours comply with applicable laws and regulations. The wage policy and personal rights of the company are shaped by comparative evaluations made with companies operating both within the sector and in other sectors. The wage policy is based on a fair, livable and competitive wage understanding for employees.

Wages, working hours, rest hours, overtime and fringe benefits are carried out in compliance with applicable laws. In order to ensure the work and social life balance of employees, it is essential that the work is completed within working hours and supports the protection of work and private life balance.

Women's Rights

Çolakoğlu Metalurji supports women's full and effective participation in the decision-making processes of political, economic and social life. It carries out women-specific projects within the scope of the goal of promoting a culture of inclusion and equal opportunity. By enabling women to participate in the labour force, Çolakoğlu Metalurji aims to facilitate their integration into social life and raise their living standards.



Forced Labour and Child Labour

Çolakoğlu Metalurji is against forced and compulsory labour and child labour and does not allow such cases under any circumstances. Çolakoğlu Metalurji believes that all employment should be voluntary and working conditions should comply with applicable laws and regulations. In its supplier selection, Çolakoğlu Metalurji gives priority to countries that have signed the ILO's Freedom of Association and Protection of the Right to Organise, Abolition of Forced Labour Convention, Discrimination (employment and occupation) Convention and Worst Forms of Child Labour Convention.

Freedom of Association

Çolakoğlu Metalurji respects the rights of its employees to become a member of any trade union and to engage in collective bargaining.

Human Rights Policy Implementation

At Çolakoğlu Metalurji, employees are informed about ethical rules and working principles through regular trainings.

At Çolakoğlu Metalurji, carrying out activities in accordance with the human rights policy and working principles is considered as an important factor for the short, medium and long term sustainability of the company. It is the responsibility of all employees to fully comply with the human rights policy and working principles.

Company employees can report issues that may conflict with the human rights policy and working principles via the e-mail address etik@colakoglu.com.tr.

Confidentiality is essential in applications.

20/11/2023

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General Manager

