

## AS CEMRE; WE

- Show awareness to the subjects regarding the society and give support for development of the society positively,
- Aim to act with more sustainable activities within economic, social and environmental aspects in all work processes,
- Develop environmental policies and ensure to implement effectively,
- Accept United Nations Universal Declaration of Human Rights and Convention on The Rights of The Child, don't employ and support to employ child worker,
- Don't support any political party and allow any political propaganda and similar activities in the workplace,
- Condemn all kinds of illegal activity strictly, take a stand against all kinds of illegal structure, business and behavior,
- Respect right of employees to be member to the union and to make collective bargaining,
- Don't accept and offer any present which creates the impression of irregularity existence except the material given in compliance with commercial tradition, general custom or in nature of souvenir/promotion,
- take precautions to prevent any direct or indirect attempt to any kind of bribery by our employees and subcontractors,
- Seek qualification to work as only parameter in the recruitment and employment, provide equal opportunities without making any discrimination,
- Respect to different beliefs, thoughts and opinions, work harmoniously,
- Provide maximum benefit from abilities, forces and creativity of the employees, pay attention to legal conditions compliance in overtimes and respect the right of employee to refuse,
- provide opportunities for employees to train, develop and be guided,
- Provide clean, healthy and safe working environment to the employees, respect right to refuse the work,
- Don't allow disturbance and harassment in the workplace under no circumstances,
- Respect the privacy of our employees and subcontractors and guarantee not to disclose any personal matter regarding the individuals,
- Provide clear, understandable and accurate information to our customers within the sense of mutual trust, aim to create long term environment of trust,
- Aim to increase customer satisfaction as our priority in the sales and after sales processes,
- Decide with objective criteria in supplier selection and aim to create mutual value in the business relations.