

SOCIAL RESPONSIBILITY POLICY

KREA DOGRUDAN PAZARLAMA ORG.LTD.STI. as;

Our social compliance policy, together with all of our business partners, is based on our core principles and values and includes the standards we have established by working in teamwork. Our goal is to make the Social Conformity Policy become the corporate culture within our enterprise. For this reason, social compliance standards have been established and started to be implemented. In addition to creating products and services with these social compliance standards, this policy undertakes to give all rights of employees arising from the standards within the framework of the laws, to comply with the rules of occupational health and safety, to be sensitive to the environment, to create a workplace environment in which there is an open and honest communication, respect and value between the employees. Social compliance policy is communicated to all employees through trainings or communication channels (dashboard, website, e-mail group etc.), our suppliers are informed and our suppliers are evaluated according to these criteria.

Under this policy, no sanction or punishment is imposed on employees who raise their concerns, concerns and complaints, and suggestions, wishes and complaints boxes are used to express their concerns and concerns. Employees can clearly declare their opinions, requests, complaints and suggestions to the boxes and these are evaluated by the Senior Management and necessary improvement activities are made for areas that are open to improvement.

Social Compliance Policy covers the following components:

- Forced Labor (Voluntary Work)
- Child Labor (Underage Employees)
- Discrimination (Equalist Approach)
- Ethical Business Conduct
- Working Hours and Fees (Fee / Salary)
- Health and Safety
- Commitment to Society and Stakeholders
- Foreign Employees
- Rest Days and Holidays
- Recruitment and Employment
- Employment Contract (Employer Agreement)
- Work and Labor Discipline
- Environmental Protection

1. Forced Labor (Voluntary Work) Our business cannot make any employees work. The working principles of our company are based on volunteerism. In the event that the employee leaves the job, the company cannot prevent or postpone it except for any security reasons. All information of our employee is protected and kept to the extent prescribed by law.

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2. Child Labor (Underage Employees)

Child labor is unacceptable in our business. The minimum age determined by national and international laws shall be taken into consideration, except for compulsory cases such as interns, trainees.

3. Discrimination (Equalist Approach)

Our company values all employees and their contributions. It has a long-standing commitment to ensuring equality and equal opportunities against discrimination. As a management, we are committed to maintaining our organization as an institution without discrimination or physical or verbal harassment on the basis of race, gender, color, nationality, social origin, religion, age, disability, political opinion, or any value status protected by applicable law. The selection of personnel for our business is based on the minimum qualifications such as open position, training, interests, skills, work experience.

4. Ethical Business Conduct

Our business in no way tolerates corruption, fraud, embezzlement or bribery.

5. Working Hours and Fees (Fee / Salary)

Our business gives its employees competitive wages according to the sectoral and local labor market. Our practices are carried out in full compliance with applicable laws and labor contracts on wages, working hours, overtime and side payments. We offer our employees opportunities to improve their skills and capacities, and these efforts are promoted by offering opportunities to increase as much as possible.

6. Health and Safety

Our business ensures that a safe and healthy workplace environment is created and maintained. The Company aims to ensure the continuity of our employees by creating a business environment that they can work safe, healthy and productive by minimizing the risk of accident, injury and all kinds of factors that threaten health. In our business, care is taken to provide a workplace environment without violence, harassment, threat, abuse and disturbing conditions. All occupational health and safety rules regulated by legal regulations are applied in our company.

7. Commitment to Society and Stakeholders

Our company promises to link with its stakeholders on the basis of goodwill by listening to their views, getting information from their opinions and taking into account their opinions. In this context, it determines the employees' representatives in accordance with the legislation and creates an environment where employees can discuss their problems with the representatives and allows them to report them in written boxes.

Where appropriate, it commits to establish a dialogue with its stakeholders on workplace-related and sphere-of-business rights issues.

8. Foreign National Workers (Employment of Foreign Workers)

For foreign employees to be employed / operated in accordance with our laws, the employment contracts are regulated in the language they understand. All personnel affairs

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from employment to resignation are carried out in accordance with the applicable legislation. The worker cannot be charged in any case. The legal rights of foreign workers on the work are protected by our company. Our business does not employ illegal workers.

9. Rest Days and Holidays

Our employees are not deprived of their rest and holidays in accordance with their legal rights. Personnel working five days a week receive a two-day holiday.

10. Recruitment and Employment

The vacant positions required by the management of our company are determined and employment is carried out by the company management in accordance with the laws and in accordance with certain rules (egalitarian approach, leave, salary, holiday, employment contract, etc.).

11. Employment Contract (Employer Contracts)

An ve Indefinite Term Employment Agreement aday is prepared between the business and the person to be employed, which meets the requirements of the workplace and the law and which are offered to the candidate personnel. Akat Indefinite Term Work Contract and Overseas Terms of Reference kabul are signed for the personnel who accept to take office. An example of the employment contract is given to employees who are employed against signatures, and all rules and rules required by our business and work are transferred to the relevant personnel through orientation training.

12. Work and Labor Discipline

The disciplinary rules determined by the disciplinary board are applied in order to ensure disciplined work. The Company may not impose a fee deduction in any way to discipline its employees. All our employees comply with the rules of work and conduct their work.

13. Protection of the Environment

We manage the environmental impacts that may arise from all kinds of activities with a sense of responsibility. In all of our activities, we determine and implement any improvement and development activities that will eliminate or minimize environmental impacts and use natural resources in the most efficient way.

All principles contained in this policy document are put into practice with the necessary arrangements and the level of applications is monitored by the relevant units. We consider the success of our business in social responsibility practices as an important criterion in the evaluation of our company performance. This policy document, **KREA DOGRUDAN PAZARLAMA ORG.LTD.STI.** has been prepared to share with all our employees, all our stakeholders and all our business partners a clear commitment that we will fulfill every responsibility for a better world and future.

HUMAN RIGHTS POLICY

1. KREA DOGRUDAN PAZARLAMA ORG.LTD.STI. Operates with a focus on efficiency and sustainability. It adopts an understanding respecting human rights for its employees and all stakeholders in the sector in which it operates, and aims to protect basic human rights throughout the society. It is in compliance with the United Nations Global Compact Principles. In this context, KREA DOGRUDAN PAZARLAMA ORG.LTD.STI. Has established the Human Rights Policy (Policy).

1.1 The Universal Declaration of Human Rights and International Labor Organization (ILO) Conventions, the United Nations Global Compact, the United Nations Code of Conduct on Business and Human Rights, the Guidelines for Multinational Enterprises of the OECD.

1.2 Policy encompasses primarily employees, business partners and suppliers. KREA DOGRUDAN PAZARLAMA ORG.LTD.STI. provides the employees with the rules stated in the policy. In addition to its employees, it informs and enforces the Policy to encourage its business partners and suppliers to comply with the principles contained in this Policy.

1.3 The policy was approved and accepted by the Board of Directors as of 02 January 2019.

2. Within the scope of policy; KREA DOGRUDAN PAZARLAMA ORG.LTD.STI.

2.1 Respect for Human Rights

In accordance with the Universal Declaration of Human Rights, it respects universal human rights and aims to prevent human rights violations in the country where it operates. In addition, it respects the rights of local people in the countries of operation by referring to the United Nations Declaration on the Rights of Indigenous Peoples.

2.2 Equal Opportunity, Respect for Diversity and Diversity

Human resources processes such as remuneration, recruitment, personal and professional development and gender, language, religion, race, ethnicity, sexual orientation, nationality, age, pregnancy, marital status, union membership, political opinion and similar issues and it does not tolerate discrimination on these issues. While conducting its approach towards employees with the right human right, it manages the processes transparently, depending on the qualifications, experience and performance of employees. It respects diversity, an important element of organizational structuring.

2.3 Right to Collective Agreement and Freedom of Association It respects employees' right to collective bargaining and freedom of association.

2.4 Freedom of Expression It is a principle to prevent any situation that would hinder employees from exercising their right to freedom of expression in the work environment.

2.5 Healthy and Safe Work It considers all the employees to work safely and happily and to provide a business environment and prioritize them. Observes full compliance with international principles and national laws and regulations for OHS; is committed to providing good practices beyond legal requirements.

2.6 Prevention of maltreatment

It does not tolerate incidents of maltreatment, intimidation and harassment in the workplace.

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2.7 Forced Labor and Human Trafficking It strictly prohibits forced labor and human trafficking.

2.8 Child Labor It prohibits child labor in accordance with the principle of non-employment by the child laid down in the Declaration of Basic Business Principles and Rights of the International Labor Organization.

2.9. There are no initiatives that may result in a crime or violation of rights in the countries of operation. He expects employees to be more sensitive in this respect.

2.10 Feedback from Stakeholders It attaches importance to the feedback and opinions of stakeholders about the policy. Policy-related feedbacks and possible policy violations and discrepancies are directly directed to the management personnel through our open door policy system, and external complaints through the wish box and complaint box (0212) 275 43 32 from info@krea.digital. e-mail address or www.krea.digital/tr web site is informed to us via the complaint information form.

3. Compliance, Monitoring, Audit and Reporting

3.1 The responsibility for human rights policy belongs to the Chairman of the Board of Directors at the highest level. 3.2 The Board of Directors is responsible for oversight of the identification and operation of notification, review and enforcement mechanisms in the event of non-compliance with human rights policy, rules and regulations.

4. Resolving non-compliance with policy

4.1 Under the policy, formal and informal grievance mechanisms are being developed to compensate for violations of rights by KREA DOGRUDAN PAZARLAMA ORG.LTD.STI.

5. Enforcement The policy is effective from 02 January 2019.

6. Public Disclosure

The policy must be disclosed to all stakeholders and the public. The policy is shared with all employees, business partners, suppliers and the public. In case of any change in the policy, the same obligations apply.