



ANTI-FORCED LABOR POLICY



ANTI-FORCED LABOR POLICY

Our companies agree and warrant that they will comply with the Policy on Prevention of Forced-Labor as set forth under the International Labor Organization (ILO), the labor code no. 4857 and the social compliance rules of the international brands of which we are the supplier.

We intend to create a decent working environment for all the employees. No forced labor attempt involving any employee, officer, customer, customer, guest, and supplier of goods and services of our company as well as those not employed by our company will be tolerated. Forced and involuntary labor refers to all works or services that are forcedly and/or involuntarily performed by anyone under pressure, violence or punishment threat. Payment of remunerations or compensations to a worker does not mean that they can be forced to work in an involuntarily manner. It is under guarantee that anyone has the right to freely offer their labor and terminate their respective contracts of employment within a legal framework or by means of giving a notice a reasonable period of time beforehand. Forced labor is a breach of the basic human rights. Employment with a debt burden, employment under an environment where workers do not have the right to refuse to work, and employment of convicts or prisoners unless otherwise permitted by a court decision and under the surveillance of a public authority will be considered forced labor.

All the company officers and the Human Resources units are responsible for the enforcement and coordination of the policy.

This policy applies to the following group companies of Alpllas.

- Acron Elektronik Sanayi ve Tic A.Ş

