



# **POLICY ON NON-EMPLOYMENT OF CHILD and YOUNG WORKERS**



## POLICY ON NON-EMPLOYMENT OF CHILD and YOUNG WORKERS

Employment of child workers is a breach of one of the basic human rights, prevents the development of children and potentially causes lifetime physical and psychological damages. The Policy on Non-Employment of Child and Young Workers applied in our companies has been created in full compliance with the standards of the International Labor Organization (ILO) and with the applicable national regulations, and adopted by all the employees.

Within the framework of the Policy on Non-Employment of Child and Young Workers;

- We avoid employing those, who have not turned 18, in our company. In case of exceptional circumstances and on the condition that it is considered an opportunity to contribute to their professional development, the article 71 of the Labor Code no. 4857 will apply. The Regulations on Procedures and Principles for Employment of Child and Young Workers will apply in respect of such works, for which the employment of child and young workers, who have not turned 18, is prohibited, and of such works, for which the employment of young workers, who have turned 15, but not turned 18, is permitted. Those, who have not turned 15, are not employed under any condition.
- Employment of Child and Young Workers at any stage and in any position as may constitute a breach of the standards of the ILO and of the applicable national regulations is not allowed.
- Any non-conformity with the local and international laws in respect of the employment of child and young workers and forced labor will cause punishments and sanctions imposed on those personnel, suppliers and/or companies that act against the applicable laws and regulations, and also the respective company's reputation will be damaged. Any failure of a stakeholder to comply with the laws and regulations applicable to the employment of child and young workers and forced labor or with the principles and standards defined hereunder may cause such sanctions that may result in the termination of the respective employment contracts or commercial agreements. This termination will not preclude the company from exercising the legal rights available to it against the breaching party.
- 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 Alplas.

- Acron Elektronik Sanayi ve Tic A.Ş

