



KARCAN adopts as a fundamental principle the creation of a work environment that respects human rights, operates ethically, and complies fully with the law. This policy covers all employees, subcontractors, and suppliers within KARCAN.

Accordingly, KARCAN commits to:

- Not employing any person below the legal minimum working age, whether directly or through our subcontractors,
- Not assigning employees under the age of 18 (within the age group legally permitted to work) to heavy, hazardous, or night-shift work, and fully complying with the special protective measures defined under applicable legislation,
- Not permitting forced or compulsory labor in any form, including debt bondage, confiscation of identity documents, or retaining employees in work against their free will,
- Fully implementing age verification during recruitment processes (through identity document checks),
- Requiring our suppliers and subcontractors to comply with this policy and incorporating this requirement into our supplier evaluation processes,
- Ensuring regular awareness training for our Human Resources and Purchasing departments on this matter,
- Immediately initiating corrective action and making the necessary legal notifications in the event that non-compliance with this policy is identified.

As the management and employees of KARCAN, we declare and commit to full compliance with these undertakings.