



- * As CBF Tekstil, we act with "Human First" principle at every stage of production and management.
- * Our Target is to ensure that the Social Compliance Policy of CBF Tekstil Inc. becomes a corporate culture. For this reason, social compliance standards have been established and implemented.
- * In addition to create products and services with these social compliance standards, we aim to give employees' full rights under the laws and regulations, complying with occupational health and safety rules, being sensitive to the environment, being clear and honest among employees, and committed to create a workplace that are respected and valued.

Within the frame of this policy, commitments in the scope of SA8000: 2014 and WRAP are as below:

Prohibition of Child Labor

Our workplace is committed to the minimum age requirements of applicable laws and regulations and cannot be employed under the age of 15. They are aware that their place is an educational institution, and child labor is banned, and suitable for The Labor Law, the Occupational Health and Safety Act and other legislation and International Labor Organization standards

Forced Labor (Voluntary Work)

Our workplace is against forced labor. It takes volunteerism as a basis and supports that by employee's agreement

Occupational Health and Safety

Our company insures all its employees. At the same time, it regularly protects employees by working with doctors and job security experts. We commit to provide continuity by creating an environment in which employees can work safely, healthily and efficiently by minimizing the risk of accidental, injured and health-threatening factor exposure

Freedom of Union

We respect the freedom of employees to act together, to join the union and to bargain collectively

Anti-Discrimination (Equality)

Our workplace values to all its employees' contribution they provide. It has a deep commitment against discrimination and to ensure that all workers have equal opportunities even they have different race, language, religion, gender, etc. Therewithal, we provide to empower the women.

Wishes and Complaints

After set up the system of wishes and complaints, company commits to evaluate the wishes and complaints of all employees' demands

Working Hours

Working and observing legal requirements during working hours is voluntary. Our working hours are based on a 5 days principal. Normal workers work 9 hours in a day, IS-KUR workers, pregnancies and interns work 8 hours a day. Company commits to apply weekly overtime working hour limits according to SA8000:2014 and WRAP customer standards

Payments

There is a minimum wage in the workplace. Our application works according to law. Work hours, overtime and ancillary payments in full compliance with the applicable statutory and labor contracts and paid on time. Our employees work 45 hours a week and work maximum 22.5 hours per month, and volunteerism is essential. Our company commits to meet the minimum standard of living wage in its region

Environment

As a company, we are committed to provide an environment-friendly and safe working environment. Also, we commit effective waste management system to prevent environmental pollution and to protect natural resources

Compliance to Laws and Other Liabilities

We are committed to constantly monitoring and operating in accordance with applicable laws and regulations, our clients' business partnership rules, and management system standards that we voluntarily apply

Abuse

Physical violence or discipline violation, sexual abuse or abusive behavior, verbal annoyance, intimidations are strictly forbidden. When such problems are encountered, verbal and written remarks will be given first. All employees are committed to working in peace

Relationship with Suppliers

We commit to evaluate the Social Compliance activities of the supplier firms that they work with, to communicate their evaluation results to them and to gradually improve their social compliance levels. Thus, our suppliers will be able to grow healthy with us

Management System

The Company commits to carry out the activities of the Social Compliance and Social Performance team in accordance with the applicable laws and regulations in accordance with the SA8000: 2014 and WRAP Management System Standard

Compliance with Custom Legislation

It is committed to comply with applicable local and international regulations on customs, and to prevent illegal shipment of the products it produces

Product Safety

It is committed not to have goods without notification to provide product security

CBF TEKSTIL undertakes that all the policies mentioned above will be implemented in harmony with Turkish Labor Code and related ILO contracts.