

ANTI-MODERN SLAVERY AND ANTI-HUMAN SMUGGLING POLICY

POLICY STATEMENT

Modern slavery is a crime and is a violation of fundamental human rights. For instance, it has multiple forms like slavery, bondage, forced and compulsory labor, and human smuggling and the common feature of all is the limiting the freedom of another human being, by exploiting them in order to gain personal and commercial gain over individuals. **As YELKENCİ TEKSTİL**, our company has a zero tolerance approach to modern slavery and we carry out all our business activities and relationships ethically and completeness. In order to prevent the realization of modern slavery in any of our works or in any of our supply chains or in any place, we have assumed responsibility for the establishment and implementation of effective systems and making necessary controls.

As YELKENCİ TEKSTİL, we carry out our jobs transparently and expect all our supply chains to fight against modern slavery. We expect the same high standards from all our contractors, suppliers and business partners. As part of our processes of doing business, we also reflect specific bans on our agreements to ensure that whether men or women, all people do not be forced to work outside their own consent, to be forced to work as illegal workers, or to be employed in status of slave etc. We also request from our suppliers to request the same high standards from their suppliers.

This policy applies to all natural persons and legal entities working on our behalf or all levels including employees, directors, officers, subcontracted workers, second employees, volunteers, trainees, agents, contractors, external consultants, third party representatives and business partners.

PERSONS RESPONSIBLE FOR POLICY

Our Board of Directors is responsible for ensuring that this policy is in compliance with our legal and ethical obligations and with everyone under our control.

The heads of **YELKENCİ TEKSTİL** legal team and the supply chain have daily and primary responsibility for the implementation of this policy, for the monitoring and follow-up of practices, for answering policy-related questions, for monitoring and inspection of internal control systems, and for implementing effective procedures for dealing with modern slavery.

Managers at all levels are responsible for ensuring that those who report to them comply with this policy and understand that this policy and supply chains are adequately trained to fight against modern slavery.

You can comment on this policy and make recommendations for policy development.

Comments, suggestions and questions are always welcome and you can send your ideas to etik@yelkenci.com.

COMPLIANCE TO THE POLICY

You should ensure that you read, understand and comply with this policy.

It is our responsibility to inform, identify and prevent modern slavery maintaining in any part of our company or supply chain, and it is the responsibility of all our employees. You must avoid any activity that may cause a violation of this policy.

If you think there would or may be any conflict with this policy, you should immediately contact your senior manager, your key employee representative or our secret hotline 0531 306 46 42.

If you think that modern slavery is being carried out anywhere in your workplace or your supply chain or any supplier, we ask you to report your concern immediately.

If you believe that this policy has been violated or may be infringed, you can email to etik@yelkenci.com global compliance officer.

If you think that workers are exposed to a form of modern slavery because of their general treatment or working conditions, but you are not sure if there is any violation of any supplier chain, you can call our secret hotline or send e-mail to the global compliance officer.

Even if they have misunderstood that there is slavery, we support those who express the concerns and articulation of concerns that are real and well intentioned under this policy. We ensure that anyone who thinks a modern slavery in the workplace or in any of its supply chains and who declares it in good faith is not ill-treated. Ill-treatment is all kinds of undesired treatment seen in connection with dismissal, disciplinary action, threat or expression of this concern. If you feel you have been treated in this way, you should inform the Human Resources department or the global compliance officer immediately. If a solution has not been found and you are an employee, you can contact the official authorities using the grievance procedure of that country.

THE TRANSMISSION OF THIS POLICY AND AWARENESS RAISING

The education of this policy, the risk of modern slavery in supply chains constitutes part of the orientation process of each individual working with us and regular training shall be provided as and when required.

In our workplace and in our supply chains, our zero tolerance approach to modern slavery should be transmitted to all suppliers, contractors and business partners at the beginning of our business with them, and then this approach should be expressed and supported.

VIOLATION OF THIS POLICY

Any employee who violates this policy shall receive a disciplinary punishment and it may result in a legal process being initiated against him, including dismissal. We have the right to interrupt our relationship with other individuals, organizations or employees who violate this policy.