

1. Purpose

The purpose of this policy is to set our corporate social responsibility principles as Ulusoy Un and emphasize the importance of our works in this regard for the company management, employees and all of our stakeholders.

2. Scope

Executing its business processes on the basis of four basic essentials of corporate management, which are transparency, fairness, accountability and responsibility, Ulusoy Un considers acting with social responsibility consciousness in all its activities as an essential and indispensable part of its management mentality. Accordingly, our social responsibility policy is founded on supporting the works that will contribute to economic and social development in all of our business processes and being sensitive to human capital, the society we live in and our culture.

Our social responsibility policy covers:

- Executive Board of the company
- Company managers and employees
- Affiliated partnership managers and employees.

2. Our Responsibilities

Our Responsibilities towards employees

The working age limit is followed as stipulated by the rules and no child worker is allowed to be recruited.

Legal requirements for labour health and safety of all workers are met; necessary actions are taken to prevent occupational accidents and hygienic, and adequate and convenient work environment is provided for all employees.

No employee is recruited by force, under pressure or based on debt. All employees are employed on equal terms by their own will and in positions fit to them.

All employees have freedom of thought and faith. No discrimination is made on anyone on account of religion, language, race, gender, age, social class or union membership, physical disability, pregnancy, marital status etc.

Work hours are regulated as predicted by laws.

All of our employees are provided with salaries and social rights as stipulated by laws. Salary policy is set depending on knowledge and skills of employees and no payment below minimum wage is made.

The company management takes notice of requests and complaints of all its employees and they are finalized as soon as possible after consideration of solutions by the management.

Our responsibilities towards the environment and community

Ulusoy Un is aware of its social responsibility with regard to prevention of environmental pollution and nature conservation and raises awareness of all of its employees in this regard.

All our employees are liable to determine and put into action any kind of improvement and development works that will minimize environmental impacts of their works in line with their activities. Our employees are expected to provide support to any kind of initiative that will contribute to development and extension of environment-friendly practices and increase environmental consciousness beyond legal responsibilities.

Ulusoy Un places particular importance on education in social development, works voluntarily in order to increase education level of young population and young people in need and aims to render these works continuously.

The company aims to contribute to the sector where it operates as well as social and economic development in the geography where it is located. In this context, company managers and employees, notably the chairman of the executive board set an example to both the sector and company employees with their memberships to various social and professional associations. Attaching special importance on participation in events such as seminars, meetings, conferences... etc. organized, the company supports particularly entrepreneurs by sharing its knowledge and experiences and follows the opportunities closely whereby it can follow closely and contribute to the sector and economy.

Our responsibilities towards shareholders

In line with the objective of creating value for its shareholders, Ulusoy Un makes its choices and decisions about social responsibility projects on the basis of recognized economic criteria and manages its assets and resources in the most efficient manner possible thanks to its financial discipline and accountability approach.

Our responsibilities towards customers

Ulusoy Un places importance on customer satisfaction and endeavours to meet needs and demands as quickly and accurately as possible. Being respectful towards human rights, the company acts sensitively towards traditions and cultures of our country and other countries where we operate and conducts its activity in line with all legal regulations.

4. Application

All responsibilities covered by this policy are put into practice by required regulations and applications are audited by relevant units.

Ulusoy Un encourages giving particular importance to social interests in all the social responsibility projects it joins as well as encouraging employees to work voluntarily in social responsibility area.

Along with the social responsibility projects it gets involved in, the company aims to support the projects which add value to our society.

The corporate social responsibility activities which we carry out as Ulusoy Un is shared with public with an annual activity report.