

Form No: F014.001

Publication Date: 17.09.2024

Revision Date: 17.09.2024

Revision No: 00

## Child Labor and Safety Policy

### POLICY

"Child labor" refers to work that deprives children of their childhood, affecting their education, potential, and dignity. Child labor often impairs children's physical, mental, social, and psychological development, and disrupts their education. Child workers face many hazardous conditions, particularly physical and psychological harm. Therefore, ILO Convention No. 182 on the Worst Forms of Child Labor combats child labor globally. In accordance with the laws of the Republic of Turkey, AKS METALTECH declares and commits not to employ child labor within this policy, supporting the development, schooling, vocational training, and participation of children in approved programs.

Child: As defined by Article 6/1-c of the Turkish Penal Code No. 5237, ILO Convention No. 182, and Convention No. 138 on Minimum Age, any person under the age of 18 is considered a child.

### PRINCIPLES

- All activities are carried out in reference to the ILO Core Conventions and the UN Convention on the Rights of the Child.
- AKS METALTECH adheres to the principles of 'the best interests of the child' and 'do no harm' in all operations.
- No action is taken, directly or indirectly, that endangers the health and safety of children.
- Awareness-raising statements against child labor are included in all operations.
- All suppliers, vendors, and contractors are expected to act in accordance with the ILO Core Conventions and Children's Rights.
- AKS METALTECH does not procure services from any organization that employs child labor and declares its stance when encountering such cases.
- No business is conducted with entities or professionals who endanger children's safety or promote harmful conduct.
- AKS METALTECH does not participate in any organization or campaign that endangers children's well-being or poses risks to them.
- Any involvement with children is done in environments that are safe, non-violent, and minimize all potential risks.

- Employees must not engage in or promote any harmful acts toward children in or outside of work, including digital platforms.
- Sexual interaction with children is a crime regardless of local age of consent, and no excuse, including mistaken age, is accepted.
- Any violation of these policies results in the immediate activation of regulatory procedures by AKS METALTECH.

General Manager