

BİM BİRLEŞİK MAĞAZALAR A.Ş.

HUMAN RIGHTS POLICY

Purpose and Scope

BİM operates in geographies of different languages, religions, races and ethnicities through its subsidiaries in Turkey and abroad. BİM is aware of its responsibility to operate in a manner that respects human rights. This policy has been prepared in order for BİM to act in accordance with human rights in its relations with its employees, customers, suppliers, business partners and all stakeholders. While offering equal opportunities to its employees in the countries where it operates, BİM adopts an understanding that respects human rights for its employees and all stakeholders with whom it has business relations, and aims to observe basic human rights throughout the society.

In the creation of this policy; It is based on The United Nations Global Compact, the United Nations Universal Declaration of Human Rights, the OECD's Guidelines for Multinational Enterprises, the Constitution of the Republic of Turkey, the International Labor Organization (ILO) Conventions approved by the Republic of Turkey and other conventions and national legislation on human rights and working life.

Respect for Human Rights

BİM respects people's fundamental rights and freedoms. It observes human values throughout the value chain and works to improve the quality of life.

Equal Opportunity and Respect for Diversity

Everyone deserves to be treated equally, with respect and dignity. BİM does not discriminate in its recruitment, placement and other human resources processes and offers its employees a fair and equal work environment. It does not tolerate discrimination in any matter such as religion, language, race and gender in its human resources policies.

Freedom of Faith

BİM respects people's freedom of belief. Employees have the freedom to practice their religion and beliefs.

Healthy and Safe Working

Ensuring that all its employees work in a safe and healthy work environment is among BİM's top priorities. The company, which manages occupational health and safety (OHS) issues within the framework of legal regulations, with its Occupational Health and Safety Board, constantly monitors its performance in this regard and reports accident statistics. Necessary measures are taken within the framework of Occupational Health and Safety principles against situations where employees may be adversely affected physically and psychologically.

No Forced Labor

BİM does not tolerate forced labor and human trafficking.

Working Hours and Wages

BİM creates its wage policy in a competitive way by considering the sector, labor market and local legislation. It sets the lowest wage level above the legal minimum wage. Care is taken to ensure that annual wage increases do not fall below the inflation rate. Equal wages are applied for male and female employees. It carries out its practices on daily and weekly working hours, overtime, breaks, weekends and annual paid leave in accordance with laws and regulations.

No Child Labor

BİM does not employ child labor in line with the principle of not employing child labor as set forth in the Declaration of Fundamental Principles and Rights in Working Life of the International Labor Organization.

Freedom of Expression and Association

BİM respects the freedom of expression of its employees. It complies with the legal regulations regarding the membership of the employees to associations or trade unions under the applicable laws and regulations.

Preventing Discrimination and ILL-Treatment

BİM does not tolerate the exposure of its employees to ill-treatment, intimidation and verbal or physical abuse. It is among our top priorities to create and maintain a working environment where employees are not exposed to discrimination or ill-treatment and fairly treated in accordance with the principle of equality in the Constitution, which constitutes the legal basis of the principle of equality in Turkish Law, and the Labor Law No. 4857 regulated in this direction and the regulations on gender discrimination in the Law of Human Rights and Equality Institution of Turkey.

Principles of Implementation

The Company's Board of Directors has overall responsibility for the operation and implementation of this policy.

Claims and notifications regarding human rights violations are evaluated within the scope of ethical violations and are reviewed and finalized in accordance with the procedures and principles included in the BİM's Whistle Blowing Policy.