

	SOCIAL COMPLIANCE AND ETHICS POLICY	Document No: PLT.004E
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As TRX, we guarantee the scope of construction, sales, marketing and project management of new shipbuilding ships;

- Child labour: To act in accordance with the procedures and principles of employing child and young workers and not to employ workers under the age of 18,
- Forced labour: To act in accordance with the idea that there can be no contractually obligatory, in return for dept, illegal, convicted or involuntary work and also that working must be on a voluntary basis,
- Discrimination: That, based on the equal rights of all employees, there will be no discrimination in hiring, compensation, promotion or termination or retirement based on race, religion, national origin, gender or political affiliation,
- Wages/payments: That, based on the minimum wage as the minimum wage that the employees can afford to cover their living expenses, there will be no wage below the minimum wage and overtime wages will be paid by making additions as stipulated by the law,
- Occupational health and safety: That we will consider human as the most valuable asset in all our activities, and we will accept as our primary goal to minimize any loss that may occur by creating a safer and healthier working environment,
- Working hours: To comply with applicable laws and regulations during working hours and overtime hours, to clearly declare working and break times,
- Prevention of harassment and mistreatment: To ensure that there is no verbal, physical, sexual psychological harassment or coercion in order to ensure the peace of the working environment and to ensure that the employees work happily,
- Employment contract: To have an “Employment Contract” signed between the company and the person to be employed, which is in compliance with the workplace and the law and includes the conditions offered to the personnel who will start working,
- Recruitment: To determine the vacant positions needed by the company management and to employ the company in accordance with the law,
- Foreign nationality: To protect the legal rights of foreign employees working in the company,
- Environmental protection: To implement the current environmental legislation and to prevent environmental pollution and to reduce it at its source,
- Loyalty to stakeholders: To encourage business partners from whom we purchase products or services to improve their social compliance and systems,
- Ethical business behaviour: To fully comply with privacy and information security laws and regulatory requirements in the collection, use and other processing of personal information,
- Equal pay for equal work: Employees will not be discriminated against because of their gender or sexual orientation if they are paid; employees will receive equal pay for equal work or equal value; The salary policy will be determined by taking into account the performance indicators,
- Animal rights: All or some of the non-human animals have their own autonomy and their basic interests such as avoidance of pain will be protected just as the basic interests of humans are protected.