

## MLP Care Human Rights Policy

At MLP Care, we respect human rights in all our activities involving our employees, patients, communities where we operate, and all parties we engage with. We focus on fulfilling the requirements of our country's national legislation on human rights and international agreements.

This policy is designed to guide employees and all stakeholders in respecting human rights, in line with national laws, the Universal Declaration of Human Rights, the International Labour Organization (ILO) Fundamental Conventions, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. It aims to ensure respect for human rights both in our operations and among our suppliers and partners.

## Diversity and Equal Opportunity

- We provide fair and equal opportunities and working conditions for all employees based on their skills and qualifications to help the organization achieve its goals.
- As a fair employer that offers equal opportunities, we value equality regardless of language, religion, gender, age, disability, or ethnicity in providing services in the healthcare sector. We see diversity in the workforce as a strength and support it.
- As a signatory to the "Women's Empowerment Principles," we continue our efforts to place women at the center of social and business life. We aim to increase the proportion of women managers each year, as one of the companies in Turkey with the most female employees and managers. We pay special attention to the employment of women.
- We aim to break down prejudices by providing employment opportunities for individuals with disabilities who belong to disadvantaged groups. We prioritize equal rights in the workforce by eliminating barriers related to gender, physical and mental disabilities.
- We hire competent and highly motivated individuals who respect our values and offer equal training and career opportunities, protecting their personal information. We commit to providing equal opportunities from recruitment to the end of the employee experience.
- Under MLP Care's Human Resources and Human Rights policies, we offer equal opportunities in various areas, such as providing employment opportunities to both university and high school graduates according to gender ratios, job roles, and qualifications. We believe that protecting employee rights, ensuring an equal working environment, and promoting gender and opportunity equality are vital for our sustainable business practices.
- We develop communication methods and resources to ensure employees can easily share their views and ideas with management.
- We provide comfortable and safe working conditions appropriate to the nature of the work.

## **Decent Work and Working Environment**

- We commit to providing our employees and guests with a safe and decent working environment, free from physical, verbal, sexual, or psychological harassment, abuse, mistreatment, bullying, and threats, treating them with respect and dignity.
- We never tolerate any attempts of physical, verbal, sexual, or psychological harassment, abuse, mistreatment, bullying, or threats.
- We regularly provide training to all employees to raise awareness about harassment and abuse issues. These trainings help employees demonstrate appropriate behavior towards colleagues and guests.
- Employees and guests who experience or witness harassment or abuse can report incidents safely and confidentially through digital platforms at any time. Every reported case is investigated carefully while respecting confidentiality. The reporting process is directly communicated to a higher authority responsible for handling these matters.
- When cases of harassment or abuse are identified, corrective actions and disciplinary measures are implemented quickly and fairly. These measures aim to improve the working environment, protect the victim, and prevent the recurrence of inappropriate behavior.
- We prioritize providing a safe working environment for our employees and partners, ensuring compliance with the Occupational Health and Safety Law and the MLP Care Occupational Health and Safety Policy.
- We adhere to legal regulations regarding working hours, wages, and overtime set in our country.
- We encourage our employees to succeed and be creative, providing opportunities to enhance their knowledge and skills, and reward those who achieve success within our procedures.
- We keep our employees informed in a timely manner on matters affecting them.

## **Non-Discrimination**

- We do not tolerate any behavior, actions, or retaliation involving discrimination based on race, gender, color, ethnicity, language, religion, age, disability, philosophical and political views, economic status, sexual orientation, health condition, appearance, clothing, or lifestyle.

## **Equal Pay Principle**

- We ensure equal pay for employees performing the same job or work of equal value, regardless of gender, race, age, or any other discriminatory factor. This promotes fairness and equality in the workplace and aims to enhance employee motivation and commitment.

## **Freedom of Association and Collective Bargaining Rights**

- We respect employees' rights to organize and express themselves under national and international laws, as well as their freedom to enter into collective bargaining agreements. We do not discriminate against or exert pressure on employees exercising these rights.

## **Child Labor**

- Our organization does not accept child labor in any form. We consider the minimum age defined by national and international laws, except in cases of mandatory internships or traineeships. We plan and implement all necessary activities to comply with legal requirements.

## **Forced Labor**

- Our organization does not employ any worker under threats of force or compulsory labor, and no employee is required to perform work that they have not voluntarily offered. Our working principles are based on voluntary participation.
- All employee information is protected by our organization and kept confidential as per legal requirements.

## **Combatting Slavery and Human Trafficking**

- We adopt a zero-tolerance approach to modern slavery and human trafficking in our operations and supply chain.
- We commit to developing, implementing, and continuously monitoring systems to prevent modern slavery from taking place in our operational processes or stages of our supply chain.

Our company values contributing actively to the United Nations Sustainable Development Goals, specifically in providing quality education (SDG 4), achieving gender equality (SDG 5), promoting decent work and economic growth (SDG 8), reducing inequalities (SDG 10), and fostering peaceful and inclusive societies (SDG 16).

The effective implementation of this policy is the responsibility of all employees. Senior management will conduct regular audits to ensure compliance with the policy and will make updates as necessary.