

Subject: Company Policy on Labor and Human Rights

Dear all, I hope this letter finds you well. As a valued member of our small but dedicated team at SEPKON, we want to inform you of our commitment to upholding labor and human rights standards within our company.

In our close-knit community of employees, we believe in treating each other with respect and fairness. Our commitment encompasses the following principles:

1. Equal Opportunities:

SEPKON is committed to providing equal opportunities to all employees, regardless of race, color, religion, gender, national origin, age, disability, or any other protected status.

2. Fair Compensation:

We are dedicated to ensuring fair and competitive compensation for all team members, including wages, benefits, and other forms of remuneration.

3. Reasonable Working Hours:

SEPKON adheres to legal regulations regarding working hours. Overtime, if necessary, will be compensated according to applicable laws.

4. Safe and Healthy Workplace:

Your safety and well-being are our top priorities. We strive to maintain a safe and healthy working environment, and we encourage open communication about any concerns related to workplace safety.

6. Diversity and Inclusion:

SEPKON values diversity and inclusion. We aim to create a workplace that celebrates and respects individuals of all backgrounds, fostering an atmosphere of mutual understanding and collaboration.

7. No Forced or Child Labor:

SEPKON strictly prohibits the use of forced or child labor within our organization. We expect our suppliers and partners to adhere to the same principles.


8. Respect for Human Rights:

We are dedicated to respecting and promoting human rights in all aspects of our operations. This commitment extends to our interactions with employees, customers, suppliers, and other stakeholders.

This policy reflects our collective dedication to maintaining the highest standards of ethics and integrity. We encourage each team member to familiarize themselves with this policy and to report any concerns regarding potential violations.

Thank you for your dedication to our shared values. Should you have any questions or require clarification on any aspect of this policy, please feel free to reach out to me directly.

Sincerely,



Erdoğan AKOYMAK
CEO

18/10/22