

CORPORATE SOCIAL RESPONSIBILITY POLICY

This policy aims to establish a work environment where the SA8000 Social Accountability Standard, the UN Declaration of Human Rights, ILO and other international human rights and labor norms, as well as national labor laws, are applied in a verifiable and transparent manner. TÜMAD considers acting with social responsibility and accountability as a core and immutable component of its management philosophy, as part of its commitment to sustainable mining criteria. In this context, we aim to manage the economic, environmental, and social impacts of all our activities with a sense of responsibility and prioritize the development of stakeholders (especially protecting the rights of employees). Our priorities are determined with consideration of what is best for society and the environment. TÜMAD is guided in its operations by the Governance Rules and Ethical Principles Procedure of Nurol Holding, which we prepare and apply within the framework of Corporate Social Responsibility Principles.

The fundamental principles that guide our social responsibility practices are as follows:

1. **Non-Discrimination:** We do not accept discrimination based on language, race, color, gender, political opinion, belief, religion, sect, age, physical disability, or similar reasons among employees within the organization. We also uphold these principles in our disciplinary practices.
2. **Positive Working Environment:** We create a supportive, positive, and harmonious working environment, preventing conflict situations and ensuring that individuals with different beliefs, thoughts, and views can work together harmoniously.
3. **Human Dignity and Safety:** We believe that all our employees have the right to work under conditions that respect human dignity and ensure a healthy and safe environment. Our employees are our most valuable asset, and ensuring and protecting their safety is our primary goal.
4. **Environmental Solutions:** Our company applies the best environmental solutions beyond legal requirements and supports initiatives that promote the development and spread of eco-friendly technologies and increase environmental awareness. We fulfill our social and environmental responsibilities to our stakeholders in the regions where we operate in alignment with the public, civil society organizations, and other stakeholders.
5. **Compliance with Social Accountability Standards:** As required by the Social Accountability Standard, we ensure that all TÜMAD and subcontractor employees comply with regulations regarding child labor prevention, forced and compulsory labor, occupational health and safety, freedom of association, collective bargaining, discrimination, disciplinary practices, working hours, wages, and management systems.
6. **Stakeholder Development:** Within the framework of corporate social responsibility, TÜMAD supports the development of stakeholders and encourages our employees to voluntarily participate in appropriate social and community activities with a sense of social responsibility.
7. **Supplier Compliance:** We ensure that all our business partners, including suppliers, develop approaches to operate according to TÜMAD's standards in the area of social responsibility and comply with all commitments.
8. **Cultural Sensitivity:** We act in accordance with all legal requirements and respect the traditions and cultures of the regions in which we operate.
9. **Continuous Improvement:** We oversee the continuous improvement of Management Systems by adopting the best available technologies and adhering to international standards.

All the principles outlined in this policy document will be implemented through necessary regulations, and the level of implementation will be monitored by the relevant departments. We consider the success of companies in their social responsibility practices as an important criterion in evaluating company performance.

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