

CarrefourSA

Human Rights Policy

The Human Rights Policy has been established by CarrefourSA Carrefour Sabancı Ticaret Merkezi A.Ş. ("CarrefourSA") to define the national and international rules related to human rights that it adheres to.

This policy is an integral part of the Sabancı Business Ethics Rules and CarrefourSA Sustainability Policy. It applies to all CarrefourSA employees and stakeholders.

In alignment with the annual Sustainability Report and its core principles, CarrefourSA prioritizes adherence to international human rights standards and principles, ensures full compliance, and diligently implements them. This includes respecting international agreements related to human rights and social justice to which Turkey is a party.

- UN Guiding Principles on Business and Human Rights,
- UN Global Compact,
- ILO Declaration on Fundamental Principles and Rights at Work,
- Women's Empowerment Principles,
- Worst Forms of Child Labour Convention and its Elimination Urgent Action,
- OECD Guidelines for Multinational Enterprises.

CarrefourSA respects diversity within the framework of the principle of equal opportunity, taking actions to increase employment opportunities for different generations, women, and persons with disabilities.

In recruitment, career, and wage management, it demonstrates an equal stance without discrimination based on gender, ethnicity, religion, language, race, nationality, age, disability status, marital status, sexual orientation, political opinion, or similar grounds. It ensures a safe and healthy working environment, adopts the right to collective bargaining and assembly, supports freedom of expression, prioritizes data privacy, and opposes forced labor and child labor.

CarrefourSA is a signatory to the UN Global Compact and Women's Empowerment Principles (WEPs).

Occupational Health and Safety

In alignment with the adopted CarrefourSA Occupational Health and Safety Policy, the company respects individuals and their environment. It ensures a safe and healthy working environment and protects all employees and their surroundings from potential risks associated with the industry. CarrefourSA is committed to fully complying with occupational health and safety regulations. By identifying and addressing risks that may lead to accidents, injuries, or health problems, it creates a healthy and productive workplace environment. Upon request, it pledges to provide statistical data on accidents and occupational illnesses annually.

Responsible Work Environment

CarrefourSA provides its employees with a safe working environment free from all forms of harassment, abuse, exploitation, or violence. It believes that the most important investment is in its employees and supports their personal development through training. It commits to complying with laws, regulations, and standards in business processes; protecting employees' rights to unionize and negotiate collective agreements; maintaining work-life balance, especially for parents; adhering to international human rights and democratization principles; ensuring that no employee is forced to work under unfavorable conditions; and fostering a culture of inclusion with open communication that encourages employee participation.

Forced Labor and Human Trafficking

CarrefourSA opposes all forms of forced labor, including prison labor, debt bondage, military labor, modern slavery, and any type of human trafficking. It takes preventive measures against these practices, including forced overtime.

Prohibition of Discrimination and Harassment

CarrefourSA ensures a workplace free from discriminatory practices, attitudes, and behaviors perceived as discrimination based on race, gender, national origin, ethnicity, religion, age, retirement status, political opinion, social status, marital status, sexual orientation, life preferences, gender identity, political views, or other statuses protected by applicable laws.

This applies to recruitment, termination, compensation policies, promotions, and development opportunities. The company tolerates no harassment or disrespect. CarrefourSA is committed to offering employees opportunities to develop their skills and potential and upholds the rights of individuals from disadvantaged groups, aiming to expand job opportunities for them.

Child Labor

CarrefourSA commits to employing child and young workers in full compliance with the Labor Law, the Regulation on the Procedures and Principles of Employing Child and Young Workers, the Social Insurance and General Health Insurance Law, and all other relevant legislation. It guarantees the fulfillment of all legal entitlements and rights derived from these regulations. In addition to the current Labor Law and legislation, it pledges to adhere to the principles outlined by the International Labour Organisation (ILO), especially regarding minimum working age, child labor, freedom of association, the right to organize and assemble, forced labor, gender equality in the workplace, non-discrimination, working hours, and minimum wages. The company prohibits the employment of individuals under the age of 18 in positions requiring heavy and hazardous work.

Working Hours, Wages, and Employee Rights

CarrefourSA prioritizes supporting gender equality and empowering women in society, work, and economic life. It aims to guide all employees and create a safe working environment while promoting this sensitivity and awareness. The company is committed to informing and directing employees who have experienced or are at risk of violence and discrimination to relevant official or civil society organizations for support (based on declaration without requiring evidence). It ensures support for victims and at-risk employees concerning unexpected issues, performance, and safety, respects their privacy, and minimizes the impact on their workplace positions.

Respect for Diversity and Inclusion

CarrefourSA prioritizes actions to support gender equality and empower women in society, work, and economic life. It aims to guide employees and foster a secure work environment that spreads this awareness. The company is committed to informing employees who have faced or are at risk of violence and discrimination, directing them to relevant official or civil society organizations for support (accepting declarations without requiring proof). It offers support to address unexpected challenges, performance, and safety concerns, respecting the privacy of victims and at-risk employees, while ensuring minimal impact on their workplace standing.

Environmental Responsibility

CarrefourSA is committed to protecting the environment with awareness of its responsibility for sustainable living, taking into account the potential impacts of land and water use on human rights. It establishes programs to ensure the recycling of its products and services, promotes biodiversity conservation, develops sustainable agricultural and forestry practices, and works to prevent and reduce environmental pollution. The company adheres to legal regulations and standards, manages all its resources sustainably, and views them as a legacy to be preserved for future generations.

Training and Development

CarrefourSA identifies employees' training needs, conducts development discussions, and career planning based on performance evaluation results. It aims to organize training sessions to support employees' professional skills, ensure the completion of mandatory training as per legal regulations, and provide opportunities for progress and development. CarrefourSA listens to employees' requests, evaluates training demands, and facilitates internal and external training programs, online education, and seminars. It monitors employees' participation in training sessions and reports on their continuity.

Human Rights Compliance Goals

CarrefourSA aims for full compliance with Human Rights Provisions in collaboration with its stakeholders. It works towards achieving zero complaints and seeks to raise awareness among employees by organizing various human rights-themed meetings annually.

Responsibility

All CarrefourSA employees are responsible for adopting and implementing the policy. The CarrefourSA Board of Directors is responsible for the oversight of mechanisms for reporting, investigation, and enforcement in cases of non-compliance with the rules and regulations outlined in the Human Rights Policy.