

ASELSAN HUMAN RIGHTS POLICY

In line with our sustainable production goals and activities, we base our activities on international human rights policies. Our aim is to explain the respect we show for human rights together with the value we give our employees, and to demonstrate our human rights-oriented approach in our relations with all our stakeholders, including our employees.

This Policy is guided by the International Bill of Rights, the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work in 1998, the United Nations Global Compact, the United Nations Universal Principles of Human Rights, including the United Nations Guiding Principles on Business and Human Rights. It is guided by international human rights principles, including the Declaration. ASELSAN also supports the Organization for Economic Cooperation and Development (OECD) Guiding Principles for Multinational Enterprises and the ILO's Tripartite Declaration of Principles on Multinational Enterprises and Social Policy.

ASELSAN's Chairman of the Board, Board of Directors and General Manager are primarily responsible for the implementation of the Human Rights Policy.

RESPECT FOR HUMAN RIGHTS

The most important mission of the human being as an entity is to respect and ensure that human rights and fundamental freedoms are heard, and to lead this respect to continue by spreading it. All people, without any discrimination, have the right to live equally, freely, and with dignity just because they are human.

Our basic principle is to operate in accordance with the United Nations Universal Declaration of Human Rights in our relations with all our stakeholders, including our employees and suppliers, and with the society, and to encourage our stakeholders to act sensitively in this regard.

In all our business processes, we define the human rights risks to the people we come into contact with as a part of the business risks and we take the necessary care to prevent them. If we detect an impact that violates human rights during our business activities, we are committed to providing or cooperating for fair improvement.

DISCRIMINATION

We are working to be an institution that is free from discrimination, harassment, and disrespect based on religion, language, race, national origin, ethnicity, age, disability, gender, sexual orientation, political opinion or other status protected by applicable laws, within the framework of our Human Rights Policy.

At ASELSAN, we do not tolerate disrespectful or inappropriate behavior, physical or verbal abuse, violence, unfair treatment or any retaliation, regardless of personal characteristics and status.

DIVERSITY AND INCLUSION

In the light of our principle of unity, we see the differences among our employees as richness, support the inclusion of our employees in all processes regardless of their differences, and we argue that these differences are among the fundamental values that should be preserved at ASELSAN.

We base all Human Resources practices and policies such as talent acquisition, development, and management on the principle of equal opportunity, and aim to contribute to the personal development of all employees with an equal approach.

CHILD LABOR

At ASELSAN, we comply with the standards of the International Labor Organization rules of employment and age restrictions for employees determined by the laws.

FORCED LABOR AND HUMAN TRADE

As ASELSAN, we oppose all forced and illegal labor practices such as debt-paying labor, military labor, modern slavery, human trafficking, illegal, refugee, and uninsured labor.

WORKPLACE SAFETY

Every ASELSAN employee has the right to express their wishes and needs, as long as they are sensitive to the rights and freedoms of others and do not threaten these rights and freedoms. All people have the right to pursue their life, liberty and personal safety. In this context, we give assurance to all our employees that they are not exposed to any kind of coercive attitude (physical or psychological), not subjected to rough, inhuman and/or degrading treatment or punishment, their personal data is protected, and otherwise they have all legal and constitutional rights to remedy this grievance. In case of any violation, we take the necessary support to be provided by the ASELSAN Ethical Principles Board while respecting the dignity, confidentiality, and reputation of the employee.

COMMITMENT TO THE COMMUNITY AND STAKEHOLDERS

We adopt high standards in improving working conditions, environmental awareness and in our relations with the communities we interact with. We assume the necessary responsibility to ensure that all our stakeholders adopt our sensitivity regarding these standards.

SAFE AND HEALTHY WORKPLACE

We aim to provide a safe and healthy workplace by complying with applicable occupational health and safety laws, regulations, and internal requirements. We define the risks that may cause any accident, injury, and health problem and take preventive measures.

WORKING HOURS, FEES AND PERSONAL RIGHTS

As ASELSAN, we design our compensation and benefit systems with a competitive perspective by considering the dynamics of the industry. We carry out our activities in compliance with the wage and working hours rules specified in applicable laws, and we offer our employees opportunities where they can develop their skills, unleash their potential and make progress while taking into account their work-life balance.

ENVIRONMENTAL RESPONSIBILITY

With the awareness of the responsibility of sustainable life, we carry out our work by accepting the protection of the environment as a priority. We also see the environment as a trust to be passed on to future generations. We both carry out our activities with the aim of contributing to welfare and sustainable development and attach importance to environmental and climate change issues.

In the issue of climate change, which is one of the most important issues of our environmental responsibility, we try to both reduce our own emissions and design products that can be a solution to climate change.

With the vision of being an environmentally friendly technology company, we carry out our activities within the scope of the "Zero Waste Project" to prevent waste, use resources more efficiently, minimize waste generation, and ensure recycling.

GUIDING AND REPORTING

Our employees who believe that there is a conflict between our Human Rights Policy and our practices, have questions about our policy or wish to report a violation, can report these situations to the ASELSAN's Ethical Principles Board via the Ethical Principles Help Desk or by sending an e-mail to etik@ASELSAN.com.tr (on the internet or intranet). They can also exercise their right to information and consultation by directly communicating with our Board members. People other than ASELSAN employees, who have questions about our policy or wish to report a violation can also contact us using the internet e-mail address etik@ASELSAN.com.tr. These notifications are followed up by the Board and studies are carried out to make the necessary improvements. In addition, ASELSAN commits to protecting the rights of employees who report their questions and concerns and does not impose sanctions against them. Even if it causes a disruption in the processes, it is essential to support and protect the employee who rejects the request for any unethical behavior.

ASELSAN Human Rights Policy is in compliance with ASELSAN Ethical Principles, Values, and Codes of Conduct, which can be accessed via the link <https://www.aselsan.com>

PUBLIC DISCLOSURE

As part of our Annual Report and Sustainability Report, we are committed to regularly reviewing and publicly reporting our commitments, work, and statements in line with the Human Rights Policy.

ASELSAN reserves the right to change its Human Rights Policy at any time. The regulations in this policy do not replace the employment contract between ASELSAN and its employees and do not mean that the business relationship will continue.