



Tem Trafo ve Elektrik Malz. San. Ve Tic. Ltd. Şti

Social Compliance Policy

Our company acts with the principle of "People First" in every stage of production and management.

Prevention of Child Labor

We undertake to comply with the procedures and principles regarding the employment of child and young workers, not to employ workers under the age of 15 or below the mandatory schooling age, and to ensure that all our business partners also comply with the applicable legal obligations.

Prevention of Forced and Compulsory Labor

We undertake not to employ workers who are bound by contract, debt, illegal status, imprisonment, or any form of forced or involuntary labor, and to ensure that overtime work is based on voluntariness.

Occupational Health and Safety

We aim to make occupational health and safety a lifestyle, adopt a proactive approach in all activities, comply with national occupational health and safety legislation and international standards, take all preventive measures to avoid work accidents, ensure employee participation in occupational health and safety practices, prioritize employees' overall well-being, and provide continuous training to our employees in this regard.

Respect for Freedom of Association and Collective Bargaining

We undertake to respect employees' rights to freedom of association and collective bargaining.

Prevention of Discrimination

We employ workers based on their ability to perform the job rather than race, color, language, religion, ethnic origin, political opinion, marital status, age, pregnancy, sexual orientation, or gender. Furthermore, we carry out remuneration, social benefits, promotion, dismissal, and disciplinary practices accordingly.

Prevention of Disciplinary Abuse and Harassment

We commit to treating all employees respectfully and with dignity, and not tolerating any verbal, physical, or psychological harassment or mistreatment.

Working Hours

We determine working hours in a manner consistent with current laws and obligations, in a humane and fair way, and ensure that overtime work durations comply with legal limits and customer standards.

Wages and Payments

We undertake to pay normal and overtime wages as determined by law and collective agreements, not to employ workers below the minimum wage, and to provide employees with the social benefits specified in the collective agreement.

Environmental Protection

We commit to complying with environmental legislation in force, preventing and reducing environmental pollution at its source based on environmental aspects and impact assessment, reducing CO₂ emissions from production and services, using energy, water, and other natural resources efficiently as a result of our continuous improvement efforts, and minimizing our environmental impact through eco-friendly policies and standards.

Relations with Suppliers & Gradual Impact

We undertake to measure the social compliance capacities of our supplier companies, monitor results through action plans, and progressively improve their social compliance levels.

Ethical Business Conduct

We will not tolerate any form of corruption, fraud, or bribery.

Management System

We commit to conducting social compliance, occupational health and safety, and environmental management activities under a management system that complies with current laws and regulations as well as customer workplace codes of conduct, ensuring their continuity and continuous improvement.