

## **SARILAR GROUP ANNUAL HUMAN RIGHTS REPORT 2024**

At Sarilar Group, our commitment to creating and maintaining a work environment that respects human rights stands as one of our core corporate values. We place our dedication to human rights at the heart of all our operations, acting in line with the United Nations Guiding Principles on Business and Human Rights.

Throughout 2024, thanks to the policies and procedures we implemented to strengthen our human rights performance, no violations were identified in the following key human rights areas within Sarilar Group. This achievement is a direct result of our regular training programs, transparent grievance mechanisms, and proactive audit processes.

In this context, we have had a particularly positive year in the following areas:

### **Fair and Respectful Work Environment**

We took proactive measures to prevent our employees from experiencing mistreatment, harassment (physical, psychological, or verbal) in the workplace, effectively enforced our zero-tolerance policy, and organized training sessions to raise awareness on these issues.

### **Protection of Freedom of Expression and Individual Liberties**

There were no complaints or incidents related to the restriction of individual or expression freedoms in the workplace. By promoting open communication channels, we continue to provide an environment where our employees can freely express their opinions.

### **Anti-Discrimination Policies**

Our zero-tolerance policy against discrimination based on gender, age, ethnicity, religion, disability, or other characteristics was effectively maintained. No cases of discrimination were reported in 2024.

### **Prohibition of Child Labor and Forced Labor**

As Sarilar Group, we adopt a strict stance against child labor and forced/compulsory labor or modern slavery practices. We conduct regular audits both within our organization and across our supply chain to ensure full compliance with relevant laws and international standards. No violations of these principles were identified in 2024.

As Sarilar Group, we will continue to fulfill our human rights responsibilities with diligence. In 2025, we will maintain our efforts to further improve our human rights performance.

