

İŞ GAYRİMENKUL YATIRIM ORTAKLIĞI A.Ş.
HUMAN RIGHTS AND HUMAN RESOURCES POLICY

PURPOSE AND SCOPE

This Policy defines the responsibilities and principles regarding the human rights and human resources practices of İş Gayrimenkul Yatırım Ortaklığı A.Ş. (İş GYO).

Respecting human and employee rights and embracing equality of opportunity, İş GYO aims to maintain long-term cooperation with its employees and fosters employee satisfaction.

FUNDAMENTAL PRINCIPLES

1. İş GYO takes care in fulfilling and developing the requirements of international conventions to which Turkey is a party and other relevant legislation, particularly the basic principles of the United Nations Universal Declaration of Human Rights and the International Labor Organization such as decent work rights, human rights, equality, social security, social dialogue, social justice, occupational health and safety.
2. İş GYO makes all its decisions regarding its employees without discrimination based on race, religion, language, ethnic identity or any belief, sex, age, marital status, sexual orientation, gender identity, family responsibilities, political opinion, disability, or cultural or social differences. It takes the necessary measures to respect human rights and to protect employees against internal physical, mental and emotional abuse.
3. İş GYO aims to include all segments of society in work life with the aim of a fair, equitable and contemporary working environment. Offers equal opportunities to improve the participation of women and disabled employees in work life.
4. Human resources management, which aims to increase the efficiency and quality of work life in company activities, carries out selection and placement processes under the principle of “placing the right person for the right job” among qualified candidates who are in line with the corporate culture and values, are experts in their fields, are open to development and have a high potential, regardless of their race, religion, language, sex, disability, etc.
5. Fundamental human resources processes such as recruitment, career planning, management of remuneration and benefits, performance management and rewarding, dismissal and compensation are notified to all employees.
6. İş GYO adopts a fair and competitive approach to remuneration and rewards in line with its ethical values and strategic goals, and is based on the principle of “equal pay for equal work” without any discrimination. Job descriptions for the role and title and the code of practice for performance are written down and announced to the employees.

7. İř GYO takes the necessary precautions against any violation of human rights, such as forced labor, child labor, employment in jobs with a higher level of danger than the hazard class, etc.
8. Adopting a proactive and innovative perspective in the management of human resources, İř GYO has a fair working style based on employee participation in cooperation with all Units. Supports innovation and creativity in all human resources processes, and seeks to establish a work/private life balance.
9. Attaching vital importance to effective communication, İř GYO uses open, transparent and sincere communication channels where employees can report their opinions, suggestions, complaints and evaluations, and mechanisms for the resolution of disputes.
10. Within the scope of training and development activities carried out under the philosophy of life-long learning, it is aimed that the trainings planned based on the needs of the employees align with the Company's objectives and that the training results of the employees are reflected in their professional and private lives. The Company seeks to ensure that all employees participate in training within the framework of equal opportunity.
11. Occupational health and safety training and all legal compliance trainings are regularly provided for employees, necessary information is notified and awareness is raised in these areas.
12. İř GYO adopts the training of the qualified workforce required for all managerial and specialist positions at different levels on the basis of equal opportunity and is centered around the implementation of competence development systems.
13. İř GYO provides its employees with a healthy and safe workplace in line with the applicable legislation and practices on occupational health and safety, continuously improving its processes with corrective and preventive approaches.
14. İř GYO respects union membership and the right to collective bargaining. All employees are free to unionize and act in their own free will.
15. Company employees refrain from acts that may lead to all kinds of ill-treatment, discrimination or harassment in the workplace. In such cases, employees are obliged to report any cases through the communication channels provided to them, including the Ethics Line.
16. Suppliers are expected to work in compliance with the principles of this Policy.
17. This policy is executed under the responsibility and supervision of the Assistant General Manager, to whom the human resources function is affiliated.

This Policy is an integral part of İř GYO A.ř.'s Sustainability Policy. This Policy can be found on the corporate website of the Company.