



FREEDOM OF ASSOCIATION POLICY

1. PURPOSE

Nuh Çimento Industry Inc. is determined to create an ethical workplace in terms of both how it treats its employees and how our employees treat our customers. Our Ethics Policy includes collaborative values such as democracy, responsibility, equality, fairness and solidarity. Nuh Cement Industry Inc. In partnership with organizations in the movement, we believe in ethical values such as honesty, openness, social responsibility, and a commitment to respect the human rights and dignity of everyone.

Nuh Çimento Industry Inc. recognizes the right of its employees to Freedom of Association and Assembly. The aim is to create an ethical workplace, maintain communication and dialogue, and ensure that all our colleagues are treated fairly and equally in principle and practice. In doing so, we ensure compliance with laws that guarantee freedom of association and the right to bargain collectively.

2. POLICY

In doing so, we ensure compliance with the law providing:

Article 23 of the Universal Declaration of Human Rights:

"Everyone has the right to form and join trade unions to protect their own interests."

Article 51 of the Turkish Constitution:

"Employees and employers have the right to establish unions and higher organizations, to join freely and to withdraw from membership without prior permission, in order to protect and develop the economic and social rights and interests of their members in their business relations."

Trade Unions and Collective Bargaining Law No. 6356 Article 25 Recruitment

Workers; Being a member of a certain union, continuing or leaving a certain union cannot be made conditional on being a member of any union. The provisions of the collective bargaining agreement and the employment agreement that are inconsistent with the above provisions are invalid.



The employer cannot make any distinction between workers who are members of a union and workers who are not members of a union or who are members of a separate union in terms of working conditions or termination of employment. The provisions of the collective bargaining agreement are reserved for social benefits related to wages, bonuses, premiums and money.

Workers cannot be dismissed or subjected to different treatment because they are members of a trade union or not, participate in the activities of workers' organizations outside of working hours or with the employer's permission, or engage in union activities.

ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize,

Article 2:

Employees and employers have the right to establish organizations of their choice without prior permission, without any discrimination, and to become members of these organizations only if they comply with their statutes.

Article 3:

1. Workers' and employers' organizations have the right to draw up their statutes and internal regulations, freely elect their representatives, organize their management and activities, and determine their work programmes.

2. Public authorities should refrain from any interference that would limit this right or prevent it from being exercised in accordance with the law.

Article 10:

In this Agreement, the term "organization" means any organization consisting of employees and employers whose purpose is to serve and defend the interests of employees or employers.

Article 11:

Every member of the International Labor Organization, about which this Convention is in force, is obliged to take all necessary and appropriate measures to ensure that workers and employers can freely exercise their right to organize."



As can be understood from the expression “No discrimination in the recognition of the right to unionize” in the ILO conventions, which covers

Employees, servants, servants, etc. It does not limit it to some of the dependent employees who are mentioned with qualifications such as. This right is given to all workers and employers.

European Social Charter (European Covenant of Social Rights)

Article 5- Right of association Contracting Parties shall not violate this.

Freedom of national legislation to establish, establish or become a member of local, national and international organizations to protect the economic and social interests of workers and employers. undertakes to prevent harmful application. The extent to which the guarantees envisaged in this article will be applied to the security forces shall be determined by national laws or regulations.

Article 6 - Right to collective bargaining

In order to ensure the effective use of the right of collective bargaining, the Contracting Parties,

1. Developing joint negotiations between workers and employers;
2. When necessary and appropriate; developing a method of free negotiation with employers' organizations in order to regulate working conditions through collective bargaining;
3. They undertake to promote the establishment and operation of a system of appropriate conciliation and discretionary arbitration for the resolution of labor disputes.

TURKISH CRIMINAL LAW NUMBER 5237, IN ACTION SINCE 16.09.2004

Violation of freedom of work and employment

ARTICLE 117-

(1) A person who violates the freedom to work and work by using force or threat or other unlawful acts is punished with imprisonment from six months to two years or with a judicial sentence, upon the complaint of the victim.

(2) A person who, by exploiting his helplessness, desolation and loyalty, employs a person or persons for free or for a fee that is clearly disproportionate to the service he provides, or who



subjects the person in this situation to working and accommodation conditions incompatible with human dignity, from six months to three years. or a judicial fine not less than one hundred days.

(3) The same penalty shall be imposed on the person who supplies or transports a person from one place to another in order to put a person in the situations mentioned in the above paragraph.

(4) A person who, by using force or threat, forces the worker or employer to reduce or increase wages or accept agreements under conditions other than those previously accepted, or causes a job to be stopped, terminated or continued, is sentenced to imprisonment from six months to three years.

Preventing the use of trade union rights

ARTICLE 118. –

(1) Any person who uses force or threat against a person to force him to become a member of a union or not to participate in the activities of a union, to force him to leave the union or his position in the management of the union, is sentenced to imprisonment from six months to two years.

(2) In cases where the activities of a trade union are hindered by use of force, threat or any other unlawful act, a prison sentence of one to three years is imposed.

THESE PENALTY CANNOT BE CONVERTED TO FINES, CANNOT BE DEFERRED

Common Provision

ARTICLE 119. –

(1) Crimes of preventing education and training, preventing the activities of public institutions or professional organizations in the nature of public institutions, preventing the use of political rights, preventing the use of freedom of belief, thought and conviction, violation of the immunity of residence and violation of freedom of work and work;

a) With a weapon,

b) By unsigned letter or special signs, by making the person unrecognizable,

c) by more than one person together,



d) By making use of the frightening power created by existing or presumed criminal organizations,

e) By abusing the influence provided by the public office,

If committed, the penalty to be imposed is increased by one fold.

Saving Personal Data

ARTICLE 135. -

(1) Anyone who unlawfully records personal data is sentenced to imprisonment from six months to three years.

(2) Political, philosophical or religious views of individuals, their racial origins; A person who illegally records information about his moral tendencies, sexual life, health status or union connections as personal data shall be punished in accordance with the provisions of the above paragraph.

Unlawfully Giving Or Obtaining Data

ARTICLE 136. -

(1) A person who unlawfully gives, disseminates or captures personal data to another person is sentenced to imprisonment from one year to four years.

Qualified Cases

ARTICLE 137. -

(1) The offenses defined in the above articles;

a) By a public official and by misuse of his/her duty,

b) By taking advantage of the convenience provided by a certain profession and art,

If committed, the penalty to be imposed is increased by half.



Torture

ARTICLE 94. -

(1) Any public official who commits acts that are incompatible with human dignity and that will cause him to suffer bodily or spiritually, affect his perception or will power, and humiliate him, is sentenced to imprisonment from three years to twelve years.

Grind

ARTICLE 96. -

(1) A person who commits acts that will cause a person to suffer is sentenced to imprisonment from two to five years.

ARTICLE 232. -

(2) A person who abuses his disciplinary authority arising from his right of upbringing over a person under his administration or whom he is responsible for raising, teaching, caring for, maintaining or teaching a profession or art, is sentenced to imprisonment of up to one year.

3. APPLICATION

As Nuh Çimento Group, our company supports the formation of unions and in this context, ÇEİS, T.ÇİMSE-İŞ Union Group is subject to collective bargaining agreements.