



VİSTA KUYUMCULUK SAN. VE TİC. LTD. ŞTİ. HUMAN RIGHTS POLICY

PL.05 | Yayın Tarihi: 11.11.2023 | R.00 | Revizyon Tarihi: -

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Purpose and Scope This Human Rights Policy ("the Policy") serves as a guiding document reflecting the principles and values Vista Kuyumculuk upholds regarding human rights, underlining the significance the company places on respecting human rights. This Policy applies to all Vista Kuyumculuk employees, directors, and officers, mandating compliance. Moreover, Vista Kuyumculuk expects and ensures that all its Business Partners, as relevant, adhere to and/or act in accordance with this Policy.

Eradication of Discrimination: "The Women's Empowerment Principles" (WEPs), initiated by UN Global Compact and UN Women, offer businesses guidance on enhancing gender equality and empowering women in the workplace, marketplace, and community. These principles, informed by international labor and human rights standards, underscore the business sector's role and responsibility in promoting gender equality and women's empowerment.

General Principles As an international conglomerate, Vista Kuyumculuk adopts the Universal Declaration of Human Rights (UDHR) as a guiding principle and upholds a respectful stance towards Human Rights across the nations it operates in. The primary goal of Vista Kuyumculuk is to foster a positive, professional work environment for its staff.

Vista Kuyumculuk aligns with universal ethical norms in areas such as hiring, promotion, career progression, salaries, fringe benefits, and diversity, ensuring respect for the rights of its employees to organize and join groups of their choice. The use of forced or child labor, along with any form of discrimination and harassment, is strictly prohibited. Vista Kuyumculuk adheres to the following international standards and principles concerning Human Rights: • The ILO Declaration on Fundamental Principles and Rights at Work (1998), • The OECD Guidelines for Multinational Enterprises (2011), • The UN Global Compact (2000), • The UN Guiding Principles on Business and Human Rights (2011), • The Women's Empowerment Principles (2011), • Worst Forms of Child Labour Convention (Convention No. 182), (1999).

Commitments

Vista Kuyumculuk honors the rights of its employees, directors, officers, shareholders, Business Partners, customers, and all individuals impacted by its operations, products, or services, adhering to the principles of the Universal Declaration of Human Rights (UDHR) and the ILO Declaration on Fundamental Principles and Rights at Work. The company is devoted to treating its staff fairly and honestly, providing a safe and healthy work environment that upholds human dignity and prohibits discrimination. Vista Kuyumculuk may also adopt supplementary standards for vulnerable and disadvantaged groups more susceptible to negative Human Rights impacts, requiring special focus. Vista Kuyumculuk acknowledges the particular situations of groups whose rights are detailed further by UN instruments, such as indigenous peoples, women, ethnic, religious, and linguistic minorities, children, persons with disabilities, and migrant workers and their families, as outlined in the UN Guiding Principles on Business and Human Rights.

- **Diversity and Equal Opportunity in Hiring** Vista Kuyumculuk aims to hire individuals from diverse cultures, career backgrounds, and experiences. Recruitment decisions are based solely on job requirements and the individual's qualifications, irrespective of race, religion, nationality, gender, age, civil status, or disability.
- **Non-Discrimination** A strict no-tolerance policy towards discrimination is maintained throughout the employment lifecycle, including during promotions, assignments, and training sessions. Vista Kuyumculuk expects all employees to exhibit this same level of respect towards one another, ensuring equal treatment and opportunities for all staff. Discrimination based on race, gender, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identity, or political belief is strictly unacceptable.
- **Zero Tolerance to Child/Forced Labor** Vista Kuyumculuk is firmly against child labor, recognizing the harm it causes to children's physical and mental well-being and their educational rights. Likewise, the company opposes all forms of forced labor, as defined by work performed involuntarily under threat of penalty. Following the conventions and recommendations of the ILO, the Universal Declaration of Human Rights, and the UN Global Compact, Vista Kuyumculuk maintains a zero-tolerance stance towards slavery and human trafficking, expecting all Business Partners to comply.
- **Freedom of Association and Collective Bargaining** Vista Kuyumculuk respects the right of employees to join or form trade unions and engage in collective bargaining without fear of retaliation, ensuring open dialogue with employee representatives, recognized by legal labor unions.



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- **Health and Safety** Ensuring the health and safety of employees and other individuals present in the workplace is a paramount concern for Vista Kuyumculuk companies. Necessary precautions are taken to provide a secure, healthy working environment, respecting each person's dignity, privacy, and reputation. Compliance with all pertinent regulations and implementation of essential security measures are guaranteed for all operational areas.
- **No Harassment and Violence** Protecting the personal dignity of employees by preventing occurrences of harassment or violence, or ensuring they are adequately sanctioned if they occur, is crucial. Vista Kuyumculuk commits to a workplace devoid of violence, harassment, or any form of insecurity, strictly prohibiting physical, verbal, sexual, or psychological harassment, bullying, abuse, or threats.
- **Working Hours and Compensation** Adherence to legal working hours as per local laws in operating countries is essential, along with ensuring employees have adequate breaks, vacations, and a balanced work-life. Compensation processes are competitive, aligning with sector standards and local labor markets, respecting collective bargaining agreements where applicable. All forms of compensation comply with local laws and regulations.
- **Personal Development** Opportunities for personal and professional growth are provided to employees, recognizing human capital as a valuable asset. Vista Kuyumculuk supports comprehensive personal development through internal and external training initiatives.
- **Data Privacy** High standards of data privacy for protecting employees' personal information are maintained, complying with relevant legislation. Employees are expected to adhere to data privacy regulations in each operating country.
- **Political Activities** The legal and voluntary political activities of employees are respected. Personal donations or engagement in political activities outside work hours are allowed, but company resources must not be used for these purposes.
- **Authority and Responsibilities** Compliance with this Policy is mandatory for all Vista Kuyumculuk employees and directors. The company ensures that its Business Partners, where applicable, follow or act in accordance with this Policy. In case of conflicts between local laws and this Policy, the stricter standard applies unless it violates local laws. Incidents contrary to this Policy or the Vista Kuyumculuk Code of Ethics can be reported to line managers or through the Ethics Hotline. For queries related to this Policy, employees can consult the Human Resources Department. Violations may lead to disciplinary actions, including termination, and may affect third-party contracts.

History This Policy was enacted on 11.11.2023, approved by the Board of Directors, and is overseen by the Human Resources Department.

Last updated on: 11.11.2023

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Vista Kuyumculuk San. ve Tic. Ltd. Şti.

PREPARED AND APPROVED BY VİSTA KUYUMCULUK BOARD OF DIRECTORS