



SEKISO

CORPORATE SOCIAL RESPONSIBILITY

People • Ethics • Environment • Sustainability

Our commitments and approach

For our employees, business partners, customers and all stakeholders affected by our activities.

PUBLIC INFORMATION DOCUMENT

Sekiso Otomotiv Sanayi ve Ticaret A.Ş. | Çayırova, Kocaeli, Türkiye

This booklet has been prepared to communicate the company's social responsibility approach to the public.

About This Booklet

This booklet outlines the fundamental approach of Sekiso Otomotiv Sanayi ve Ticaret A.Ş. to social responsibility, ethical business conduct, employee rights and environmental responsibility. It is intended for public information and does not replace internal procedures, records or customer-specific requirements.

Our approach

Responsible manufacturing brings together respect for human rights, safe working conditions, ethical business practices, reduced environmental impacts and open communication with stakeholders.

Contents

- 1. About Sekiso
- 2. Our Social Responsibility Approach
- 3. Human Rights and Employment Practices
- 4. Occupational Health and Safety
- 5. Ethical Conduct and Reporting Mechanism
- 6. Environment and Sustainability
- 7. Responsible Supply Chain
- 8. Stakeholder Engagement and Continual Improvement
- 9. Contact

Scope and Use

This document describes general public-facing principles relating to Sekiso Otomotiv's operations in Türkiye. Detailed implementation is managed in accordance with applicable legislation, relevant company policies and controlled internal documents. The information in this booklet should not be interpreted as a separate claim that a particular certification has been obtained or independently verified.

1. About Sekiso

Sekiso Otomotiv Sanayi ve Ticaret A.Ş. manufactures plastic blow-moulded and injection-moulded components for the automotive industry, including assembly involving acoustic and porous materials. Our Türkiye facility is located in Çayırova, Kocaeli.

Our manufacturing approach aims to meet customer expectations, improve processes and foster a corporate culture in which employees contribute to quality, environmental performance and social responsibility.

Our Mission

To be a reliable manufacturing partner that responds to customer needs and expectations by making quality, integrity, learning and continual development part of our business culture, while taking sustainability principles into account.

Our Vision

To strengthen our commitment to high quality and efficiency through innovation, and to create lasting value by prioritising environmental responsibility and ethical principles.

Our Management Approach

We manage our quality and environmental practices within the framework of relevant management systems and legal obligations. We also address social responsibility as part of our corporate decisions and the way we conduct business.

2. Our Social Responsibility Approach

We view social responsibility not merely as a policy statement, but as a shared responsibility that should inform our relationships with employees and business partners, our manufacturing processes and our approach to the environment.

Our Core Principles

Respect for human rights

We support a working environment that respects human dignity, equality and fundamental rights.

Fair and respectful employment

We seek to prevent unacceptable practices such as discrimination, harassment, forced labour and child labour.

Health and safety

We prioritise the reduction of work-related risks and the development of safe working practices.

Ethics and integrity

We uphold integrity, transparency, confidentiality and the appropriate management of conflicts of interest in our business relationships.

Environmental responsibility

We support the efficient use of resources, waste reduction and the control of environmental impacts.

Stakeholder dialogue

We take into account the views of employees, customers, suppliers and other relevant stakeholders.

Frameworks We Refer To

We shape our social responsibility approach in line with applicable legislation, company policies and relevant international guidance. ISO 26000 provides guidance on social responsibility; it is not a certifiable management system standard.

3. Human Rights and Employment Practices

We aim to manage employment relationships at Sekiso on the basis of respect for human dignity, fairness, equality and compliance with applicable legal requirements.

Prevention of Child Labour

We are committed to complying with applicable minimum-age requirements in recruitment and employment practices and to preventing child labour. Where young workers are involved, the relevant legal protections are taken into account.

Prevention of Forced Labour

We do not accept work performed under force, debt bondage, threats or coercion. Our approach includes preventing the improper retention of employees' identity documents or personal papers and respecting employees' rights in relation to their employment.

Equality and Non-Discrimination

We support the prevention of discrimination in recruitment, training, development, remuneration and other aspects of working life. We do not accept discriminatory conduct based on sex, age, ethnic origin, belief, disability, trade union activity or other characteristics protected by applicable law.

Freedom of Association and Employee Voice

We respect employees' rights to freedom of association and representation under applicable law. We encourage employees to raise their views, suggestions and concerns through appropriate channels.

Working Hours, Remuneration and Disciplinary Practices

We aim to ensure that working hours, remuneration, benefits, leave and disciplinary practices comply with applicable legislation and the company's current rules. Physical or psychological punishment, threats and degrading treatment are unacceptable.

Confidentiality and Personal Data

We value the protection of employees' and business partners' personal data and confidential information. We aim to ensure that such information is processed only for authorised and legitimate purposes.

4. Occupational Health and Safety

Maintaining a safe and healthy working environment, involving employees and preventing risks are important parts of our social responsibility approach.

Our Priorities

- Identifying occupational health and safety risks and implementing appropriate controls.
- Providing employees with information and training appropriate to their duties.
- Promoting the safe use of work equipment and ensuring necessary maintenance and inspections.
- Strengthening preparedness for emergencies, evacuation and response.
- Encouraging the reporting of near misses, hazards and improvement suggestions.
- Considering employees' views on safe working conditions.

A shared responsibility

Safe working is a joint effort involving management, supervisors, employees and other relevant parties working on site.

Practices are implemented in accordance with workplace-specific risks and applicable occupational health and safety legislation. This public summary does not replace site-specific risk assessments or emergency instructions.

5. Ethical Conduct and Reporting Mechanism

In our business relationships, we uphold integrity, fair conduct, anti-bribery and anti-corruption principles, confidentiality and responsible decision-making. We also expect our employees and business partners to act ethically in their business dealings.

Our Ethical Principles

- Opposing bribery, corruption and attempts to obtain improper benefits.
- Disclosing and appropriately managing conflicts of interest.
- Protecting commercial information, personal data and intellectual property.
- Acting in accordance with fair competition and honest business practices.
- Supporting the reporting of concerns in good faith, without fear of retaliation.

Complaints and Reporting Channel

Employees and relevant stakeholders may raise concerns about social responsibility, ethical conduct or workplace practices through the company's reporting channels. Reports are handled with due regard for confidentiality, and the company aims to assess them and determine any necessary actions.

Reporting Contact

Email: etik@sekiso.com.tr

Telephone: +90 262 658 05 39 (Extension 0)

Address: TOSB Automotive Organised Industrial Zone, 4th Avenue No. 8/1, Çayirova, Kocaeli, Türkiye

The availability of anonymous reporting may depend on the technical features and operating arrangements of the channel used. Where possible, reporters are encouraged to provide sufficient information to help the matter be understood. Immediate dangers should be reported through the relevant emergency and competent-authority channels.

6. Environment and Sustainability

We aim to manage the environmental impacts of our manufacturing activities and use resources responsibly. Our approach to environmental responsibility is supported by compliance with legal obligations and a commitment to continual improvement.

Our Areas of Focus

Resource efficiency

We promote the efficient use of energy, water and raw materials and consider opportunities to reduce unnecessary consumption.

Waste reduction

We seek to prevent waste, support appropriate segregation and management practices, and consider recovery and recycling opportunities where feasible.

Climate and greenhouse gases

We recognise climate change as an environmental and business issue and assess practical opportunities for emissions reduction.

Pollution prevention

We support appropriate practices to control potential environmental impacts arising from our activities and prevent pollution.

Employee awareness

We value awareness-raising and information on environmental responsibility and resource efficiency.

Environmental objectives and performance are monitored through relevant company practices. This booklet does not include quantitative performance data. Any measurable results published externally should be based on verified and approved information.

7. Responsible Supply Chain

We believe that social responsibility should extend beyond our own operations. We expect our suppliers and business partners to act in accordance with applicable legal obligations and fundamental ethical principles in their activities and supply chains.

What We Expect from Suppliers

- Preventing child labour and forced labour.
- Preventing discrimination and treating workers with respect.
- Supporting safe and healthy working conditions.
- Complying with legal requirements, including those relating to working hours and remuneration.
- Avoiding bribery, corruption and unethical business practices.
- Complying with environmental legislation and relevant chemical and material requirements.
- Providing information on responsible sourcing and minerals or materials when required.

Supplier assessments and follow-up activities are conducted in line with the nature of the supplier, identified risks, contractual requirements and the company's relevant practices. Detailed requirements may be communicated separately through applicable purchasing documents and supplier codes of conduct.

8. Stakeholder Engagement and Continual Improvement

We recognise that an effective approach to social responsibility is strengthened by understanding the needs and expectations of relevant stakeholders.

Our Stakeholders

Stakeholder group	Engagement and approach
Employees	Feedback, suggestions, participation, training and reporting channels.
Customers	Quality, reliability, business ethics and relevant customer requirements.
Suppliers and business partners	Responsible sourcing, ethical business conduct and communication of mutual expectations.
Public authorities and regulators	Compliance with applicable legal obligations and required communication.
Local community and other relevant parties	Consideration of the impacts of our activities and appropriate communication.

Monitoring and Improvement

We address social responsibility through appropriate company review and improvement processes. Reports, lessons learned from audits, employee feedback and relevant performance information may help identify opportunities for improvement.

Public information should be reviewed for accuracy and currency. This booklet does not include detailed internal audit plans, risk records, employees' personal information or operational records that could affect customer or supplier confidentiality.

9. Contact

Sekiso Otomotiv Sanayi ve Ticaret A.Ş.

Address: TOSB Automotive Organised Industrial Zone, 4th Avenue No. 8/1, Çayırova, Kocaeli, Türkiye

Telephone: +90 262 658 05 39

Ethics and social responsibility reports: etik@sekiso.com.tr

Website: <https://sekiso.com.tr/>

Document Status

This booklet is a general public information document. It does not replace the company's detailed internal procedures, controlled records, contracts or applicable legal obligations. Before publication, it should be approved by company management, and the currency of contact details, policy references and stated commitments should be verified against actual practice.

Our commitment to transparency

We aim to develop our social responsibility approach, consider feedback from relevant stakeholders and ensure that information released to the public is clear, accurate and appropriate.