



IC ENTERRA

Renewable Energy

HUMAN RIGHTS POLICY

As IC Enterra Renewable Energy, we place great importance on the protection of human rights in all our activities, guided by a sustainable development perspective. We adopt an approach that respects human rights for all our stakeholders, especially our employees, and we aim to promote the protection of human rights within society. In this context, we strive to provide a respectful, equal, inclusive, and fair working environment for our employees. Within our company, we offer equal opportunities to all employees regardless of race, language, age, gender, religion, ethnic origin, or any other personal characteristic.

As IC Enterra Renewable Energy, through this Human Rights Policy, we adopt the following principles as a general framework:

- To act with the awareness that people are our most valuable asset,
- To operate in compliance with applicable national and international laws and standards related to working conditions across all sectors, both domestically and internationally,
- To protect human rights and aim to provide a decent work environment while taking necessary precautions to offer a healthy and safe workplace,
- To act in accordance with relevant local laws and international agreements to which Türkiye is a party regarding forced labor and child labor,
- To respect diversity by embracing our differences through mutual acceptance,
- To provide employees with fair and appropriate compensation and benefits,
- To respect the knowledge, experience, skills, and background of our employees, and to create efficient working conditions that allow them to contribute toward the company's goals,
- To prioritize the development of our employees at all levels under the "continuous education and development" approach, and to constantly invest in people in line with the company's goals and strategies,
- To avoid discrimination and implement necessary sanctions against those who discriminate, in all employment-related matters such as recruitment, promotion, compensation, benefits, training, and in all other processes, based on race, language, religion, religious beliefs, sect, ethnic origin, age, position, gender, gender identity, sexual orientation, color, physical attributes, country of origin, marital status, pregnancy, dependents, disability, social class, union membership, or political opinion, under the principles of transparency and fairness,
- To adopt a transparent and open management policy to ensure reliable and effective communication,
- To embrace a zero-tolerance policy toward all forms of harassment—verbal, physical, psychological, sexual, and/or emotional—and to provide an environment where employees feel safe to exercise their freedom of expression and report such incidents,

bilgi@icenterra.com.tr

Tel: (0312) 285 83 63

Kocatepe Mah. Kızılırmak Cad. No: 31-33 İç Kapı No: 20 Çankaya / Ankara



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- To ensure that our subcontractors and suppliers act in accordance with human rights and to take necessary action when any violation of human rights is detected,
- To respect the rights of communities in the regions where we operate, to make efforts to minimize negative impacts on their lives, to support stakeholder engagement, to build long-term relationships, and to consider the expectations of all our stakeholders.

Purpose of the Policy

This policy aims to outline our approach regarding compliance with all relevant standards within the framework of decent work practices, compliance with national and international legislation and standards, and the continuous improvement of our efforts in this area, particularly for the benefit of our employees and all relevant stakeholders.

Scope of the Policy

This policy covers our employees, subcontractors, suppliers, and the local communities in the regions where we operate.

Implementation of the Policy and Relevant Legislation

This policy has been established by concretizing and organizing the rules set forth by applicable legislation within the scope of IC Enterra Renewable Energy practices. In this regard, all relevant regulations—including, but not limited to, the Law on the Human Rights and Equality Institution of Türkiye, the Law on the Human Rights Examination Commission, the Occupational Health and Safety Law, and the United Nations Human Rights Convention—shall primarily apply.

In the event of any inconsistency between this policy and the applicable legislation, IC Enterra Renewable Energy acknowledges that the provisions of the applicable legislation shall prevail.

Enforcement of the Policy

This policy is reviewed periodically and updated when necessary. The IC Holding Corporate Governance and Sustainability Directorate is responsible for updating the policy. The policy entered into force on 24.10.2022 with the approval of the Board of Directors.

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