

HUMAN RIGHT POLICY

SOLID MADENCİLİK SANAYİ VE TİCARET LİMİTED SİRKETİ ("SOLID") recognizes Human Rights as an integral part of its Code of Conduct and corporate values. This Policy sets out the principles and practices adopted by SOLID to respect, protect, and promote human rights in all aspects of its operations and value chain.

SOLID is committed to creating sustainable value for its stakeholders, society, and the environment while aligning its business practices with global human rights and sustainability standards, including the United Nations Universal Declaration of Human Rights.

1. SCOPE

This Policy applies to all SOLID employees, contractors, and business partners. SOLID also expects its suppliers and service providers to adhere to the same principles of respect for human rights, ethical conduct, and social responsibility.

2. CORE PRINCIPLES

SOLID undertakes to:

- Comply with all national and international laws and regulations on human rights.
- Base its commitments on the UN Universal Declaration of Human Rights and the ILO Core Conventions.
- Respect the rights of individuals and communities in areas where it operates.
- Ensure equal opportunity and fair treatment for all employees regardless of race, religion, language, color, age, gender, family status, national origin, disability, or any other legally protected characteristic.
- Prohibit any form of discrimination, harassment, or intimidation in the workplace.
- Ensure a safe, healthy, ergonomic, and hygienic working environment for all employees.
- Absolutely prohibit child labour and forced or compulsory labour in any part of its operations or supply chain.
- Ensure that suppliers and contractors also prohibit child and forced labour through contractual obligations and audits.
- Respect employees' freedom of association and right to collective bargaining.
- Encourage diversity, inclusion, and gender equality across all company levels, including management and decision-making roles.
- Promote work-life balance and consider the needs of working parents.
- Address incidents of workplace violence, harassment, and abuse with zero tolerance.
- Support employees' right to raise concerns or grievances confidentially without fear of retaliation.
- Promote environmental awareness and act responsibly toward natural resources and biodiversity.

3. IMPLEMENTATION AND OVERSIGHT

The responsibility for implementing and monitoring this Policy rests with SOLID's senior management. The Compliance Department oversees its effective application and ensures continuous improvement.

Any concerns or reports of potential human rights violations can be submitted in confidence to: compliance@solidmaden.com

4. REVIEW AND ACCESSIBILITY

This Policy is reviewed periodically to ensure alignment with evolving laws, regulations, and international standards. The Policy is made publicly available and communicated to all employees and business partners.

5. CONFIRMATION OF ESG COMPLIANCE

This Policy directly addresses the following human rights and social responsibility topics in line with ESG expectations:

- **Child labour** : Strictly prohibited.
- **Forced labour** : Strictly prohibited.
- **Discrimination** : Not tolerated under any circumstance.
- **Occupational health and safety**: Ensured through continuous monitoring and compliance with national laws and best practices.