

LOGO YAZILIM SANAYI VE TICARET A.S.

HUMAN RIGHTS POLICY

The purpose of the Human Rights Policy is to reflect the principles adopted by Logo regarding human rights to create a guide for its employees.

This policy is based on the Universal Declaration of Human Rights, United Nations (UN) Global Compact, UN Convention on the Rights of the Child, Core ILO Conventions, The European Social Charter, UN Conventions, OECD Guiding Principles, and national laws.

This policy applies to all Logo companies worldwide and to all institutions and organisations with which the company has a business relationship, including suppliers and business partners.

As Logo, we aim to create a work environment that contributes to economic, social, and environmental sustainability by prioritising human rights in our business. In our relationships established with the employees, customers, business partners, and all stakeholders, we are committed to complying with the following principles to ensure the compliance with:

- The Constitution of the Republic of Türkiye
- United Nations conventions, particularly the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the UN Convention on the Rights of Persons with Disabilities, and the Convention on the Rights of the Child,
- ILO (International Labour Organization) Conventions to which our country is a party,
- The European Social Charter
- In addition, the fundamental rights and freedoms guaranteed by the principles and rules in initiatives such as the Women's Empowerment Principles (UN WEP) and the Global Compact (UNGC), of which we are a signatory and supporter, and to fulfil our duties to ensure our wholehearted commitment to these principles to ensure compliance with the national legislation on labour.

Fundamental Human Rights and Logo Principles

a. Freedom of Labour

Only those who want to work of their own free will are employed at Logo. Human trafficking, forced labour, or modern slavery) are unacceptable within Logo and its ecosystem.

b. Working Hours

Legal working hours are adhered at Logo.

The work-life balance is maintained and encouraged when building the work schedule.

c. Principles Regarding the Wages and Benefits

In line with the Company's remuneration policy, employees are paid according to the workload of their position and performance. The principle of equality in remuneration and the prohibition of discrimination are always taken into consideration.

d. Children and Young Work Force

Logo makes every effort to protect children's rights and raise a healthy and vigorous generation so that children are confident for their future.

Child Labour: In accordance with the principle of not employing child labour as set out in the

International Labour Organization's Declaration on Fundamental Principles and Rights at Work, Logo does not employ child labour.

e. Organisation and Union Rights

The "Right to Form Unions and Engage in Trade Union Activities" of our employees is respected as guaranteed in our Constitution and specified under Law No. 6356.

f. Protection of Personal Data

The privacy of our employees, business partners, suppliers, customers and all data subjects whose data we process in the capacity of Data Controller is of the utmost importance to us. As a matter of fact, Logo takes measures and performs obligations regarding the privacy of all data subjects within the scope of national and international legislation and principles; designs and implements processes for the protection of personal data.

Personal data are processed and protected within the scope of [Logo Group Companies' Personal Data Protection, Processing, Storage and Destruction Policy](#).

g. Occupational Health and Safety

Protecting the health and safety of employees and visitors or business partners who are in Logo workplaces and/or work areas for any reason is among Logo's top priorities. The company management therefore endeavours to ensure the highest safety standards to prevent potential hazards in the workplace. For occupational health and safety, Logo performs activities to prevent occupational risks, takes all kinds of measures, including training and information, implements organizational procedures, provides the necessary tools and equipment, adapts health and safety measures to changing conditions, and improves the current situation. Monitors and inspects whether the occupational health and safety measures taken in the workplace are complied with and ensures that non-conformities are eliminated. Makes or procures a risk assessment. It takes into account the employee's suitability for the job in terms of health and safety when assigning tasks to employees.

Logo's Occupational Health and Safety Board works to provide and maintain a safe workplace environment by identifying and preventing risks that may cause accidents, injuries, and health problems. It is managed within the scope of the Occupational Health and Safety Policy.

h. Discrimination

Logo does not discriminate employees based on language, race, colour, gender, disability, political opinion, philosophical belief, religion and sect, and other similar reasons to create a work environment worthy of human dignity.

Unless there are substantial reasons, Logo cannot treat part-time employees differently from full-time employees, or a fixed-term employee differently from an indefinite-term employee.

Logo cannot discriminate against an employee directly or indirectly, on the grounds of gender or pregnancy in the execution, conditions, implementation, and termination of an employment contract, unless biological reasons or reasons related to the nature of the work make it compulsory.

At Logo, all kinds of discrimination and harassment that may occur against or between employees are opposed and never compromised in these matters.

i. Sexual and Psychological Harassment

Logo is committed to providing a safe work environment for all employees and treats them with respect and in a way that does not harm human dignity. Behaviours by the employee's

manager, colleagues, subordinates, or third parties connected with the workplace, which are continuous, systematic, severely damaging to human personality and dignity, making working conditions unbearable, making it difficult or impossible for the employee to stay at work, jeopardizing his/her professional future are considered as psychological harassment. Logo's Mobbing Regulation has been put into effect to prevent psychological harassment.

Any undesirable behaviour that aims to violate or results in the violation of human dignity, creates a hostile, humiliating, embarrassing and offensive environment, verbally, non-verbally or physically and in private, is considered within the scope of sexual harassment and is prohibited.

Logo does not tolerate any form of physical, verbal, sexual, or psychological harassment, abuse, or threats.

The Psychological Harassment (Mobbing) Regulation and the Sexual Harassment and Discrimination Prohibition Regulation have been established and implemented.

Implementation of the Policy

a. Training and Awareness

Raising awareness of what it means to operate with respect for human rights is key to effective integration. Basic human rights training is provided to our employees by adapting the content to different functions and roles.

b. Liability and Implementation

Logo takes the necessary measures to ensure the effective and proper implementation of this policy.

Logo's Senior Management, the People and Organisational Transformation Directorate, and Logo Leaders are responsible for the implementation of this policy.

Logo also conducts a governance process that ensures that any violations of policy principles are managed appropriately. In fact, it is possible to send a complaint/report through the Ethics Line Process in case of behaviours that are not in line with the elements described in this policy.