

## **1. PURPOSE**

The purpose of Batıçım's Freedom of Association Policy ("Policy") is to establish a guiding framework that defines Batıçım Batı Anadolu Çimento Sanayii A.Ş.'s approach and standards regarding freedom of association. This Policy aims to emphasize the importance Batıçım places on freedom of association. Batıçım recognizes its employees' right to freedom of association and assembly and attaches importance to complying with legal regulations that guarantee the right to collective bargaining.

## **2. SCOPE**

This regulation covers all processes related to freedom of association within Batıçım. Within the scope of Batıçım's stakeholders and business processes, Batıçım expects all business partners to act in accordance with this Policy and takes the necessary steps to ensure such compliance.

## **3. DEFINITIONS**

### **Universal Declaration of Human Rights:**

A landmark document in the history of human rights. Drafted by representatives from different legal and cultural backgrounds from all regions of the world, this declaration was proclaimed by the United Nations General Assembly in Paris on December 10, 1948, as a common standard of achievement for all peoples and all nations, and is the first document to emphasize the universal protection of fundamental human rights.

### **ILO (International Labour Organization):**

The International Labour Organization (ILO) is an international organization that aims to improve and develop living and working conditions globally. Bringing together governments, employers, and worker representatives, the ILO is the only international organization with this tripartite structure.

### **European Social Charter:**

A European convention that was opened for signature in Turin in 1961 and entered into force in 1965, under which member states of the Council of Europe and other signatory states accept and commit to comply. It protects fundamental social and economic rights and reinforces the European Convention on Human Rights, which guarantees civil and political rights.

## **4. RESPONSIBILITIES**

All Batıçım employees and managers, including senior management, are responsible for complying with, implementing, and supporting this Policy. Batıçım expects and supports its suppliers, contractors, and business partners in complying with this Policy as well. Each employee is obliged to manage the business processes under their responsibility in accordance with this Policy.

## **5. PRACTICES**

Batıçım supports the formation of trade unions. In this context, Batıçım Batı Anadolu Çimento San. A.Ş. and Batısöke Söke Çimento Sanayii Türk A.Ş. are subject to collective bargaining agreements concluded between the Cement Industry Employers' Union and the Turkey Çimse-İş Trade Union.

The main reference sources of this Policy are the policies and principles of international organizations, as well as national and international legislation based on freedom of association. Accordingly, the activities are carried out by observing and applying the principles stated below.

### **5.1 Universal Declaration of Human Rights, Article 23(4):**

Everyone has the right to form and to join trade unions for the protection of their interests.

## **5.2 Constitution of the Republic of Türkiye No. 2709, Article 51(1):**

Employees and employers have the right, without prior authorization, to form trade unions and confederations, to freely join or withdraw from them, in order to protect and improve their members' economic and social rights and interests in their employment relations. No one shall be compelled to join or to leave a trade union.

## **5.3 Trade Unions and Collective Bargaining Agreement Law No. 6356, Article 25:**

1. The recruitment of workers shall not be made conditional upon their joining or not joining a particular trade union, maintaining or withdrawing their membership in a particular trade union, or being or not being a member of any trade union.
2. Employers shall not discriminate between workers who are members of a trade union and those who are not, or between workers who are members of different trade unions, in terms of working conditions or termination of employment. Provisions of collective bargaining agreements regarding wages, bonuses, premiums, and monetary social benefits are reserved.
3. Workers shall not be dismissed or subjected to different treatment due to their membership or non-membership in a trade union, their participation in the activities of workers' organizations outside working hours or during working hours with the employer's consent, or their engagement in trade union activities.
4. Any provisions of collective bargaining agreements or employment contracts that are contrary to the above provisions shall be null and void.

## **5.4 ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise**

### **Article 2:**

Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.

### **Article 3:**

1. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities, and to formulate their programs.
2. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof.
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### **Article 10:**

In this Convention, the term "organization" means any organization of workers or of employers for furthering and defending the interests of workers or employers.

### **Article 11:**

Each Member of the International Labour Organization for whom this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may freely exercise the right to organize.

## **5.5 European Social Charter (Revised)**

### **Article 5:**

The Contracting Parties undertake, with a view to ensuring or promoting the freedom of workers and employers to form local, national, or international organizations for the protection of their economic and social interests and to join those organizations, to ensure that national law does not impair, or is not applied in a manner that impairs, this freedom.

#### **Article 6:**

With a view to ensuring the effective exercise of the right to collective bargaining, the Contracting Parties undertake:

1. To promote joint consultation between workers and employers;
2. To promote, where necessary and appropriate, machinery for voluntary negotiations between employers or employers' organizations and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements;
3. To promote the establishment and use of appropriate machinery for conciliation and voluntary arbitration for the settlement of labor disputes; and
4. To recognize the right of workers and employers to collective action in cases of conflicts of interest, including the right to strike, subject to obligations that may arise out of collective agreements previously entered into.

#### **5.6 Constitution of the Republic of Türkiye and Turkish Penal Code No. 5237 in Force as of 12/10/2004**

Freedom of work and trade union rights are constitutional rights. Violations of these rights constitute a criminal offense under the Turkish Penal Code, and in such cases, the relevant provisions shall be applied to those responsible. It is essential that employees' participation in trade union activities is ensured, that they are not subjected to any discrimination due to such participation, and that their personal data are processed in accordance with the law.

## 6. VIOLATIONS AND CONSEQUENCES

If you become aware of any violations of this Policy or of the legislation regarding freedom of association, you may submit your notifications to Batıçim via the e-mail address or postal address provided below:

**E-mail:** etik@batianadolu.com

**Address:**

Attn: Human Resources Department  
Batıçim Batı Anadolu Çimento Sanayi A.Ş.  
Ankara Street No: 335  
Bornova / İZMİR

Violation notifications made within the scope of this Policy are resolved by the Ethics Committee, which operates under the Executive Committee, in accordance with the Code of Business Ethics and Working Principles.

## 7. EFFECTIVE DATE

This Policy shall enter into force upon approval by the Members of the Board of Directors.

## 8. ENFORCEMENT

The Human Resources Department is responsible for the preparation, review, renewal, and implementation of this Policy. The Human Resources Department may receive support from the Legal Department.

## 9. RELATED DOCUMENTS

- Code of Business Ethics and Working Principles
- Group Collective Bargaining Agreement (Signed Between ÇEİS and ÇİMSE-İŞ)
- Universal Declaration of Human Rights
- Constitution of the Republic of Türkiye No. 2709
- Trade Unions and Collective Bargaining Agreement Law No. 6356
- ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organise
- European Social Charter (Revised)
- Turkish Penal Code No. 5237