


		EFES HAVLU TEKSTİL SAN. VE TİC. AŞ. CODE OF CONDUCT FOR SUPPLIERS AND SUBCONTRACTORS			  
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The main principles we are affiliated with as Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. and it's employees are :

- To apply a standard of excellence in all aspects of our business and in the world,
- To act responsibly and ethically in all our operations and activities,
- To respect the rights of each individual;
- To be respectful to the environment

It is expected that this commitment will be also adopted by all manufacturers who manufacture for Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. All manufacturers of Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. must comply with the following minimum standards:

Child Labor

The producers will not use child labor.

The term "child" is used for children under 15 (or 14 where local law allows) or if higher, the local legal minimum age for employment or the age for completing compulsory education.

Manufacturers who employ very young people who are not covered by the definition of 'children' will also comply with the laws and regulations applicable to such persons.

Involuntary Labour





Manufacturers shall not use any labor obtained with any forced or unintended operation and which is obtained from exercise of prisoners in prison, of serf / slaves, employees under the servitude and welfare contract or any other person including an apprentice or other similar person

Coercion and harassment

Manufacturers will treat every employee in a respectful and honorable manner and shall not resort to corporal punishment, threats of violence or any other form of physical, sexual, psychological, or verbal abuse or ill-treatment.

Non-discrimination

Manufacturers will not discriminate in the employment practices including salary, ancillary benefits, promotion, disciplinary measures / penalties, dismissal or retirement according

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to employees' race, religion, age, nationality, social and ethnic origin, disability, sexual orientation, political opinion or freedoms and gender.

Association

Manufacturers will respect the rights of employees to unite, organize, negotiate and bargain collectively in an appropriate, legally and peaceful manner and will not interfere or punish them about this matter.

Health and Safety

Manufacturers will ensure that workers are reasonably accessible to a safe and healthy workplace, at least drinking water and toilets, in accordance with all applicable laws and regulations, and will provide fire safety and adequate light and ventilation equipment.

Manufacturers will also ensure that the same health and safety standards are applied to any housing they provide for employees.

Compensation





The manufacturers are expected to accept that the fees are necessary to meet the basic needs of the employees. The manufacturers will comply according to law and regulations with all applicable remunerations and hours of work, including wages and other paying matters, overtime, maximum working hours, piece rates and other elements of compensation the very least. They will provide the side payments / benefits required by law.

Except in extraordinary business circumstances, manufacturers will not require employees to work more than lesser (a) 48 hours per week and 12 hours of overtime or (b) the limits on regular and overtime hours allowed by local law or, where local law does not limit the hours of work, the regular work week plus 12 hours overtime. In addition, except in extraordinary business circumstances, employees will be entitled to at least one day off in every seven-day period.

Manufacturers will compensate employees for overtime hours at such Premium rate as is legally required or, if there is no legally prescribed Premium rate, at a rate at least equal to the regular hourly compensation rate.

Where local industry standards are higher than applicable legal requirements, we expect manufacturers to meet the higher standards.

Protection Of The Environment

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Manufacturers must comply with all applicable laws and regulations concerning the environment

Other Laws

Manufacturers will comply with all applicable laws and regulations, including those pertaining to the manufacture, pricing, sale and distribution of merchandise. All references to “applicable laws and regulations” in this Code of Conduct include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.

Subcontracting

Manufacturers will not use subcontractors for the manufacture of Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. merchandise or components thereof without Efes Havlu Tekstil Sanayi ve Ticaret A.Ş.’s express written consent, and only after the subcontractor has entered into written commitment with Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. to comply with this Code of Conduct.

Monitoring and Compliance

Manufacturers will authorize Efes Havlu Tekstil Sanayi ve Ticaret A.Ş. and its designated agents (including third parties) to engage in monitoring activities to confirm compliance with this Code of Conduct, including unannounced on-site inspections of manufacturing facilities and employer-provided housing, reviews of books and records relating to employment matters, and private interviews with employees. Manufacturers will maintain on site all documentation that may be needed to demonstrate compliance with this Code of Conduct.

Publication

Manufacturers will take appropriate steps to ensure that the provisions of this Code of Conduct are communicated to employees, including the prominent posting of a copy of this Code of Conduct, in the local language and in a place readily accessible to employees, at all times.