

Human Rights & Labor Standards Policy

1. Policy Statement

GENEL TRANSPORT fully complies with the Universal Declaration of Human Rights and ILO standards in all its activities. Providing employees with a fair, equal and respectful working environment is a fundamental commitment of our company.

2. Equal Opportunity and Non-Discrimination

For GENEL TRANSPORT, differences among employees are regarded as a source of richness. GENEL TRANSPORT provides a culturally diverse and collaborative working environment where all employees' rights are respected. It does not discriminate on the basis of language, religion, race, gender, age or political opinion in recruitment, promotion, compensation or training processes. All decisions concerning GENEL TRANSPORT employees are based on merit and competence. GENEL TRANSPORT follows a zero-tolerance policy against discrimination.

3. Working Conditions

Forced Labor and Child Labor: Child labor is never permitted in our company or supply chain. GENEL TRANSPORT does not allow any employee to be subjected to forced labor. A zero-tolerance policy is also observed in these areas. GENEL TRANSPORT expects all business partners and suppliers to act in accordance with these principles.

Fair Wage: Compensation and benefits are determined above legal minimum standards, taking sector competitiveness and a fair living wage into account.

Confidentiality: GENEL TRANSPORT undertakes to protect all confidential information it becomes aware of, including all personal data and trade secrets belonging to employees, customers, suppliers and business partners. Standards in this area are determined in full compliance with the practices of national and international data protection authorities adopted by the countries in which GENEL TRANSPORT operates.

Employee Health and Safety: GENEL TRANSPORT acts in accordance with applicable workplace safety and industrial hygiene standards as required by law to provide a safe and healthy workplace.

Talent Management: GENEL TRANSPORT closely follows the professional development of talented and highly motivated employees. It aims for long-term employment by improving employees' performance and competencies.

Gender Equality: All female and male employees within GENEL TRANSPORT are equal. No employee in a business relationship is discriminated against because they are female or male. GENEL TRANSPORT is responsible for ensuring and continuously observing gender equality among employees.

4. Combating Harassment and Ill-Treatment

GENEL TRANSPORT undertakes to provide employees with a working environment free from violence, harassment and other unsafe or disturbing conditions. Physical, verbal or psychological harassment (mobbing), racism, bullying, threats or insults among employees in the workplace are strictly prohibited.

Publish Date : 06.02.2026
Revision Date : N/A
Revision No : N/A

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Employees may raise concerns without fear of retaliation. The Human Resources Department reviews such complaints confidentially, reports them to the General Manager and ensures that necessary measures are taken.

Harassment and ill-treatment include, but are not limited to:

- Personal harassment: offensive comments, humiliation, criticism, exclusion and intimidation.
- Physical harassment: intimidation, hitting, pushing or kicking, and threatening behavior.
- Abuse of authority: excessive demands, humiliating comments, unauthorized intrusion into an employee's private life and verbal intimidation.
- Online harassment: gossip in online environments, sharing humiliating information through group chats and sending harassing text messages.
- Sexual harassment: sharing sexual photographs, inappropriate physical contact, sexual comments or questions.

5. Freedom of Association

GENEL TRANSPORT respects employees' rights to organize and bargain collectively in accordance with applicable legal regulations. Provided that employees do not harm the workplace environment or other employees, GENEL TRANSPORT never interferes, through coercion or retaliation, with employees' good-faith membership in associations, unions, political parties or similar organizations.

6. Implementation and Responsibility

Any action by an employee or third party contrary to this policy or applicable legislation may harm GENEL TRANSPORT's reputation. Therefore, if an employee or third party witnesses or suspects any situation contrary to the policy, it must be reported to the Human Resources Department without delay. GENEL TRANSPORT takes all reports seriously and keeps them confidential unless disclosure is required by law. The Human Resources Department is responsible for implementing this policy, and review and updates are subject to approval by the General Manager.