



CHILD LABOR POLICY

PL.02 | Issue Date: 1.08.2023 | R.00 | Revision Date: - | Review Date: 07.07.2025

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Scope: Modeling And Design Of Jewelry With Gold, Silver Precious Metals And Precious Stones (Diamonds), Production, Sale And Export

Sözer Kuyumculuk commits to a zero-tolerance stance towards child labor in its business practices, in line with the United Nations (UN) Convention on the Rights of the Child and the International Labour Organization (ILO) standards. Our company aims to maintain industry leadership by adopting high ethical standards, transparency, and responsibility across all business processes through implementing a zero-tolerance policy against child labor.

1.Scope and Purpose

This policy encompasses all internal and external operations of Sözer Kuyumculuk, including the supply chain, subcontractors, suppliers, and business partners. Our goal is to be an industry leader in preventing child labor and protecting and supporting children's rights. This policy is prepared in alignment with guidance and standards provided by the UN and ILO.

2.Definition and Prohibition of Child Labor

Child labor refers to any work that negatively affects a child's education, health, physical, mental, moral, social, and spiritual development. Sözer Kuyumculuk strictly adheres to the minimum working age defined by the ILO and the UN Convention on the Rights of the Child in its hiring processes. The age limit is based on the higher of the age when compulsory education is completed or any higher age.

3.Supply Chain Management

The company clearly communicates its stance against child labor throughout the supply chain and demands the same standards from its suppliers.

4.Auditing and Monitoring

Regular internal and external audits are conducted to ensure compliance with the company's child labor policy. These audits are carried out within the framework of international norms and standards guided by the UN and ILO.

5.Training and Awareness

Training programs for employees and business partners aim to increase awareness of child labor and children's rights. These trainings are based on the UN Convention on the Rights of the Child and ILO standards.

6.Violations and Complaint Mechanism

In the event of any violation related to child labor, individuals within or external to the company can report the situation confidentially. The company takes all reported violations seriously and swiftly implements necessary corrective measures.

[\[sozer.com.tr/en/reporting-hotline\]](https://sozer.com.tr/en/reporting-hotline)

7.Continuous Improvement

Sözer Kuyumculuk regularly reviews and updates its policies and practices to ensure continuous improvement and adoption of best practices in combating child labor.

8.Policy Review

Our child labor policy will be regularly reviewed and updated in accordance with the current guidance and standards related to child labor provided by the UN and ILO.

This policy demonstrates Sözer Kuyumculuk's clear and definitive stance against child labor. As a company, we are committed to contributing to international efforts to protect and support children's rights.



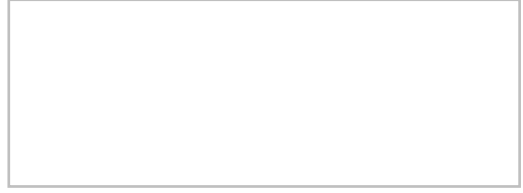
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APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Sözer Kuyumculuk Sanayi ve Ticaret Anonim Şirketi



PREPARED AND APPROVED BY SÖZER KUYUMCULUK BOARD OF DIRECTORS