



EMPLOYEE WELFARE POLICY

As **3Teks Medical Textile**, we do not discriminate in any way due to age, gender, race, religion, language, ethnicity, sexual orientation, belief, marital, social or economic status, disability, pregnancy or military service status, etc., in all human resources processes from recruitment to remuneration.

3Teks Medical Textile measures and monitors the competencies, capabilities and performances of our employees with general and objective criteria with human resources systems within the framework of the principle of equality. As 3Teks Medical Textile, we offer equal training, promotion, career development and remuneration opportunities to all our employees based on the results of objective evaluation.

We support women's participation in working life and organize studies and trainings to increase the number of female employees. We act in accordance with the law regarding the employment of disabled and disadvantaged people.

We clearly define our goals for employee well-being.

Therefore, for a more peaceful and highly focused work environment:

- We define the tasks we assign to employees very clearly and concisely.
- We specify exactly what you expect from our employee.
- We take care to talk about the impact of this work.

Forced Labor

We do not allow our employees to be employed against their will. No employee is pressured on any subject, all employees are employed in appropriate positions with their own consent under equal conditions.

Child Labor

3Teks Medical Textile determines its employees in accordance with the relevant procedures and principles. Child labor is never allowed in our production and sales units.

Prevention of Maltreatment and Harassment

We treat our employees with respect and dignity, and we do not allow any employee to be mistreated. We do not allow verbal and physical harassment of our employees to occur.





Working Hours, Wages and Personal Rights

We manage the total income packages of our employees by separating and rewarding performance based on internal and external wage balances, fair and competitive wage policies. We conduct our operations in full compliance with applicable laws on pay, working hours, overtime and fringe benefits. We work to reduce the overtime hours of our employees and support maintaining the work-life balance.

Occupational Health and Safety

3Teks Medical Textile fulfills the requirements of Occupational Health and Safety legislation. We provide our employees with a safe and healthy workplace and comply with applicable safety and health laws, regulations and internal requirements. We work to continuously improve health and safety in our workplaces, including identifying hazards and resolving health and safety issues.

Human Resources Officer

