



Code of Conduct

- Tüm Faaliyetlerimizi etik ilkeler çerçevesinde ve sorumluluk bilinci ile gerçekleştirmek
 - To respect the rights of all our stakeholders
 - Being environmentally conscious

Financial Integrity

Keeping our customers', suppliers' and workers' high level of corporate social responsibility standards and strengthen our company's image in global market and increasing our financial performance,

Information Sharing

Knowing that not sharing value, information and acquisitions doesn't add value to industrial, aspiring to community development and our ultimate goal in our every project

Protect Natural Environment

Raise awareness amongst our workers and outside suppliers for avoiding pollution and protecting natural surroundings in the context of a sustainable environmental policy,

Child Labour

To not employ underage workers according to the law and act according to procedure and principle when employing young workers.

Forced Labour and Human Trafficking

Prevent forced labour and human trafficking. Behave equal and fair. Act responsibly for tradition and culture in our country and all countries we are active, act properly to all kind of laws,

Gathering and Freedom of Union

Our employees frequently meet employers about working conditions and employees have the right to gather and register for a union and have the right to assign delegate or to be selected as delegate,

Corruption, Bribery and Extortion

Extortion, bribery, corruption or any other inconvenient payment methods are not accepted by our employees. All kind of corruption, bribery and abuse is forbidden,

Ensure occupational health and safety

- To ensure occupational health and safety for workers, visitors and workers in adjacent activities, a safe workplace and sustainability in health and safety.
 - To develop and maintain a system to prevent accidents and injuries.
 - To get checks done at least at legally required intervals
 - To Purchase all necessary equipment for occupational health and safety
- To ensure that occupational health and safety rules and regulations are followed appropriately while also considering ŞİRVANLI standards
- To develop a communication medium for all workers appropriately for OHSAS policy and keeping workers informed about actions taken
- To identify OHSAS risks which can arise from ŞİRVANLI actions, take actions to lower that risk to acceptable levels and keep it under control

Code of ethics and equity of opportunity

- To ensure a honest, fair, non-segregationist, safe and healthy work environment for our workers
- To adopt a honest, fair, non-segregationist (on language, religion, colour, sex, political view, beliefs, sect, age, disability or any other reason) understanding inside the workplace that does not allow for discrimination
- To ensure all workers stay focused on ŞİRVANLI's shared values and their sustainability, away from self interest and benefit, and disallow opposite behaviour

Competence, Awareness and Personal Growth

- To ensure worker consciousness on personal rights, work hours, corporate rules with regular briefings with the belief during hiring phase that all workers possess the basic social compliance.
 - To make an effort for personal growth of our workers and plan regular trainings to increase competence and awareness.
 - To assist all our workers with their career planning based on their competence and awareness gains.

Discipline implementation

To ensure that the work environment is comfortable, our workers and working happily, that there is no harassment or violence, either orally, physically, psychologically. To evaluate contrary situations according to company discipline rules,

To ensure healthy communication between workers and management and take actions to ensure the sustainability of this

Wages and Working Hours

- To ensure wages and social rights for all workers according to local law
- To follow laws regarding work hours and overtime

Confidentiality

To act in the knowledge that information which could decrease competitiveness, information regarding worker rights and data and agreement with business partners fall under the umbrella of confidential information. To ensure the confidentiality and protection of these datas.

Suppliers

Believing that our approved and potential suppliers have same responsibilities; evaluate sustainability social suitability services of our suppliers, follow-up results with action plans, control social suitability services with management systems,

Conformity to laws and other obligations

We hereby commit to sustain our quality management system willingly in accordance to existing law, rules of our customers and business partners,

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General Manager