



ANTI-DISCRIMINATION AND HARASSMENT POLICY

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MCL Bentonite Mining Logistics Ind. Trade Co. Inc.;

The company is committed to respecting the constitutional rights of all its employees regarding Sexual, Psychological Harassment, and Discrimination and does not tolerate any compromise in this regard. Individuals exhibiting such unacceptable behavior will be referred to the management. If their defenses are received and the violations they committed are proven, their employment contracts will be terminated immediately. It is of great importance for the company that awareness of the following concepts is increased for all employees.

Sexual Harassment and Abuse Acts that violate personality rights protected by the Turkish Penal Code and the Turkish Civil Code, or create a disturbing work environment/disturb the order of the workplace, and are contrary to crimes requiring imprisonment or moral and good faith rules, based on gender or sexual preference, can be defined as sexually oriented behaviors.

Psychological Harassment (Mobbing) Systematically, continuously applying psychological and even physical aggressive behavior to undermine an individual's self-confidence with the intention of intimidating the employee constitutes psychological harassment. In other words, in the workplace, forcing and intimidating a person or persons they have declared as an unwanted person by excluding them, verbally or physically harassing them to absolute obedience, is mobbing.

Discrimination Unfair behaviors that result in a person being treated worse than others due to their gender, race, skin color, religion or belief, political opinion, sexual orientation, age, disability, or national, social, or ethnic origin.

Employees who have concerns or complaints about these issues can leave their complaints in suggestion/complaint boxes or can directly contact the Human Resources department.

GENERAL MANAGER