

## Human Rights Policy

Akfen REIT respects human rights and takes part in the face of all kinds of discrimination and inequality. As stated in the Code of Conduct, the basis of business activities begins with respect for a person.

Accordingly;

- A safe and healthy working environment, the right to life, remuneration, flexible working hours, trainings for personal and professional development, freedom of expression and expectation, love and compassion, and business activities are carried out in communication with employees.
- No element that can be considered modern slavery, including forced labor, child labor, or human trafficking, can take part in the life of Akfen REIT.
- The social life and human rights of minorities, indigenous rights, ethnic minorities, people with disabilities, children, women and all other vulnerable groups are treated with respect.
- Employees and suppliers are constantly encouraged to respect human rights, and the necessary work is done to increase their level of awareness.
- The International Labour Organization's (ILO) Declaration of Fundamental Principles and Rights at Work and the International Declaration of Human Rights form the basis of human rights policy and actions.
- Practices supporting sustainable development are carried out by establishing decent communication with the societies where the operations take place, respecting human rights, and supporting sustainable development.
- Any behavior outside the human rights policy and the Rules of Conduct may never be accepted by Akfen REIT. In case of detection of such a behavior, the person concerned is subjected to an investigation, if necessary, a legal process is initiated.
- The necessary structure is created to prevent human rights violations and forced labor.
- Systems for the prevention of discrimination and harassment cases are developed.