

**Indorama Ventures Çorlu**, as a part of their modesty and respect for humanity, moves with a social responsibility sense in all of their activities. We comply with the requirements of the International SA 8000 Standard, ILO (International Labor Organization) conventions, international human rights norms, and national labor laws, which are the main components of this standard. The Corporate Governance Guide, which we have prepared and implemented within the framework of Corporate Social Responsibility Principles, guides us in the way we do business.

**The principles we base our social responsibility practices on;**

- We care to carry out our social and environmental responsibilities for the society where we are operating, in harmony with our customers, government, non-governmental organizations, and our partners.
- We believe that our human resources are the most important aspect of our sustainable growth. We act accordingly to all legislations that govern the work life.
- We manage the environmental effects that could arise from our activities with a sense of responsibility.
- In the scope of our social responsibility principles, we make an effort for the improvement of our society, and we support the appropriate social activities where our employees will take part with social responsibility sense, on a voluntary basis.
- We never employ children or juveniles. Rules of procedures in our business are on a volunteer basis. We do not apply forced labor on any employee.
- We pay our employees a competitive salary according to the sectoral and local labor market. We offer opportunities to our employees to develop their skills and capacities, and we support these efforts by providing promotion opportunities whenever possible.
- We always act according to all legal provisions regarding payment for all employees, calculation of overtime pays, weekly work hours, and overtime hours.
- All employees are free in the terms of whether or not to stay for overtime hours. Employees are not compelled to do so.
- It is prohibited for all employees to benefit from all suppliers and customers outside the work. In the case that personal benefit gain is detected, we appeal to legal sanctions.
- In our business, we act in accordance with all occupational health and safety rules regulated by legal regulations.
- Our employees can frequently meet with the business management about working conditions without fear of negative consequences of any kind, and they have the right to freedom of association and collective bargaining.
- We do not discriminate against people for their gender, age, religion, race, social class, ancestry, social background, disability, ethnic and national origin, nationality, membership of trade unions or other legal organizations, political affiliations or opinions, sexual orientation, family responsibilities, marital status, illness or any other circumstances that may cause discrimination, we do not prefer or discriminate certain people based on these factors.
- We respect all our employees. There is no corporal punishment, mental pressure or physical coercion, or verbal abuse of employees. All of our employees are aware of our disciplinary procedure, disciplinary committee, and disciplinary rules.

For the implementation of the principles in these policies; all managers and employees are responsible especially the other company owners.

General Manager  
Rohit Kumar Vashistha