



OFİS YEM GIDA SANAYİ TİCARET A.Ş.

HUMAN RIGHTS POLICY

Main purpose of Company's Human Rights Policy, create qualified, motivated, highly committed labor force by increasing employee efficiency for growth and profitability of the company. Toward this purpose main strategy is provide company target oriented, work with information within the team, constantly evolving, happy, motivated and educated human force. The company does not have a stock acquisition plan for its employees.

Company's human rights strategy maintains taking care of purposes below:

- Increasing organizational efficiency,
- Finding correct person for correct business in correct time,
- Protecting dynamic structure and being proactive.

In order to reach this targets,

- During the development of recruitment policies and career planning, the principle of providing equal opportunities to individuals with equal qualifications is adopted. During conducting relations with employees, race, colour, age, nationality, gender, and belief difference is not taken care and differences and cultural diversity of employees seen as a tool for development. Preventing discrimination among employees on the basis of race, religion, language, or gender, and protecting employees against physical, psychological, and emotional mistreatment within the company are among the fundamental priorities.
- In case of prediction of making duty changes in managerial positions might cause glitch in company management, company pay effort to prepare succession plan for determination of new appointed managers.
- Criteria related to the job description are defined in personnel recruitment announcements, and these criteria are adhered to.
- Employees are treated fairly, and efforts are made to implement training programs aimed at increasing their knowledge, skills, and experience.
- Demands and complaints made by employees evaluated with careful sensibility.
- Informational meetings are held with the relevant Company employees regarding the Company's activities and vision, and an exchange of views is encouraged.

Note: This policy is English translation of Ofis Yem Sanayi ve Ticaret A.Ş.'s Human Rights Policy. This document is prepared for informational purposes and in case of any discrepancy between the versions, the Turkish text shall prevail.