

# HUMAN RIGHTS POLICY

## Our Human Rights Approach

SEGER respects human rights.

This policy applies to all stakeholders who cooperate directly and indirectly with SEGER.

It is valid for all stakeholders of the union of our company and the communities in which we operate. Sustainability is essential.

Our Human Rights Policy, our corporate values, Our Ethical Business Rules Document created with the guidance of based on.

Our Ethical Business Rules "Code of Ethical Conduct (COC)" It is defined in the policy.

Universal Declaration of Human Rights, United Nations, determined by the International Labor Organization we support standards. All our stakeholders fundamental we protect their freedom and human rights.

SEGER adheres to the Human Rights Policy in all its activities acts appropriately.

Implementation and reporting of the standard Reliable It is under the management of the Sustainability Subcommittee.

SEGER respects the rights of its employees and gives value where they can improve themselves and safe

and inclusive environment where they can reach their potential provides an environment. Additionally, SEGER treats its employees with respect and Acts with dignity and actively protects and promotes human rights.

Our social relations are based on the understanding of maintaining harmonious relations for peaceful coexistence in an environment of mutual trust and respect. We recognize this commitment as an important opportunity to contribute to human development in the communities we serve.

We establish relationships with our supply chain in accordance with business ethics.

SEGER supports its suppliers to help them embrace similar values and advance commitment to human rights.

With this Policy, we require our suppliers and contractors to comply with all local laws and expect them to be consistent with the fundamental working principles of the ILO. Additionally, SEGER requires compliance with the Supplier Code of Conduct.

We plan and carry out training on this policy for all our stakeholders.

## Reporting a Concern

We keep all our employees and stakeholders completely confidential to enforce these rights through our communication channel. Invite them to share their problems or concerns regarding we do. SEGER takes all concerns seriously and keeps information confidential.

For concerns and complaints, e-mail: etik@seger.com

Violation of law or SEGER's policies reporting in good faith or providing information during an investigation Retaliation against those who provide it is forbidden.