



CERTIFICATE OF REGISTRATION

This is to certify that the Social Accountability system of:

**YOZGAT EREN TEKSTİL SAN.
TİC. A.Ş.**

YOZGAT EREN TEKSTİL SAN. TİC. A.Ş.

YOZGAT ORGANİZE SANAYİ BOLGESİ, 1. CADDE,
YERKOY/YOZGAT-TURKEY

YOZGAT ORGANİZE SANAYİ SİTESİ 1.CAD.
YERKÖY/YOZGAT

has been assessed by Intertek as conforming to the requirements of:

SA 8000:2014

The Social Accountability system is applicable to:

The scope of certification described by this certificate relates to the empowerment and protection of all personnel who provide products or services for that organization at the above address, including personnel employed by the organization itself for the following activities:

PRODUCTION OF SOCKS { with primary process of KNITTING,WASHING,
PACKING, LOADING }

Certificate Number:

30024-RA02

Initial Certification Date:

25 May 2017

Certificate Issue Date:

23 May 2023

Certificate Expiry Date:

24 May 2026

SA8000 Lead Auditor:

Serap Tümen



Intertek

Accredited by Social Accountability
Accreditation Services

Calin Moldovean

President, Business Assurance

Intertek SA8000 Central Office





SA 8000 Social Compliance Policy

As we are Yozgat Eren Tekstil San. Tic. A.S. aim to sustain our activities in honesty and trust with our employees, customers and suppliers in line with the requirements. We share our company policy to all our business partners and primarily work in accordance with our laws and social responsibility standards consider social awareness and invite them to become partners in this understanding. Company policy of Yozgat Eren Tekstil San. Tic. A.S. includes below criteria.

Anti Child Labor

Yozgat Eren Tekstil San. Tic. A.Ş. does not allow or support child labor under the age of 15.

No Forced Labor

Yozgat Eren Tekstil San. Tic. A.S. does not force employees in any way.

Equal Treatment

All employees recruit in suitable positions with their own consent under equal conditions.

Sustaining Occupational Health and Safe Working Conditions

Yozgat Eren Tekstil San. Tic. A. Ş. meet legal requirements for the health and safety of all employees. It takes necessary measures to prevent all health and safety risks of the personnel by establishing an occupational health and safety board, including employees. And increases awareness by supporting the development of workers with training opportunities.

Our employees' working environment is adequately equipped and every opportunity is provided to meet their basic needs in healthy conditions.

Respect to Freedom of Association and Collective Bargaining

Yozgat Eren Tekstil San. Tic. A. Ş. respects free to collective bargaining and unionization choices of all employees.

Anti Discrimination

Yozgat Eren Tekstil San. Tic. A.S. employees have freedom to thoughts and belief, and there is no discrimination against anyone by their language, religion, race, gender, social class, age, union membership, sexual preference.

Working Hours and Overtime

Yozgat Eren Tekstil San. Tic. A.S. regulates working hours by law and employees work 45 hours a week. Overtime time is applied in accordance with the SA8000:2014 standard.

Legal Requirements

Yozgat Eren Tekstil San. Tic. A.S. follows applicable local laws, regulations, international regulations and SA8000:2014 Standard.

Wages and Benefits

Yozgat Eren Tekstil San. Tic. A.S. wage policy is evaluated according to the knowledge and skills of our employees and no payment is made below the minimum wage. All payments are made through legal means, and easy-to-understand and detailed payrolls are provided to all employees before payment.

Suggestion and Complaints

Yozgat Eren Tekstil San. Tic. A.S. employees issue their suggestion and complaints to the management through worker representatives or "suggestion and complaint" boxes or via

digital grievance mechanism and their solutions are analyzed and finalized by the management and announced to the employees in writing, without any retaliation.

Disciplinary Rules

None of our employees are disciplined by physical or material discipline rules, and the development of our employees is provided through training and instructions.

Sexual Equality

Yozgat Eren Tekstil San. Tic. A.S. adopting gender equality as a fundamental principle, it supports women's employment and strives for its development.

Anti Corruption and Bribery

Yozgat Eren Tekstil San. Tic. Inc. does not tolerate any kind of bribery or corruption.

Environment

Yozgat Eren Tekstil San. Tic. A.S. aware of serving for the environment, taking care to manage wastes and contribute for recycling, not to damage environment, and to contribute to our work field to develop awareness in society.

Quality

All criteria in the company policy are controlled by social management and quality management systems, and it is managed with a modern management system and aims to continue its activities together with all its suppliers and business partners.

Supply Chain Management

Suppliers, subcontractors and business partners will be evaluated in terms of social responsibility. We aim to monitor the reasonable and adequate measures they take according to the evaluation results and to cooperate mutually to continuously improve their social responsibility levels.

SA8000 Management System

Yozgat Eren Tekstil San. Tic. A.S. carry out social responsibility activities and the work of the social performance team in accordance with applicable laws and regulations, corporate codes of conduct, voluntarily implemented SA8000:2014 management requirements and in integration with other applied management systems; It undertakes to engage in continuous improvement activities and review them at periodic intervals, and to provide the e-mail, infrastructure and working environment needed for all these studies.

RESPONSIBLE MANAGER

EYYUP CAM

Revision no:11

Revised Date:27.06.2022

SA8000 Verbal complaints are accepted.

You can submit complaints in writing or by e-mail;

Complaint Line;

Intertek Testing Services Inc.

Merkez Mah. Sanayi cad.no:23, Altındag Plaza, 34197 Yenibosna-Istanbul-Turkiye

Contact Person: Nilgün Nazlı TAZABAY / Hüseyin Birkan ÖZKAN (SA 8000 Chief Inspectors) Tel: +90 549 785 14 59 – 530 265 91 78

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