

YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ. San. ve Dış Tic. Ltd. Şti commits to a zero-tolerance stance towards child labor in its business practices, in line with the United Nations (UN) Convention on the Rights of the Child and the International Labour Organization (ILO) standards. Our company aims to maintain industry leadership by adopting high ethical standards, transparency, and responsibility across all business processes through implementing a zero-tolerance policy against child labor.

1.Scope and Purpose This policy encompasses all internal and external operations of YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ., including the supply chain, subcontractors, suppliers, and business partners. Our goal is to be an industry leader in preventing child labor and protecting and supporting children's rights. This policy is prepared in alignment with guidance and standards provided by the UN and ILO.

2.Definition and Prohibition of Child Labor Child labor refers to any work that negatively affects a child's education, health, physical, mental, moral, social, and spiritual development. YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ. strictly adheres to the minimum working age defined by the ILO and the UN Convention on the Rights of the Child in its hiring processes. The age limit is based on the higher of the age when compulsory education is completed or any higher age.

RESPONSIBILITY AND IMPLEMENTATION

3.Supply Chain Management: The company clearly communicates its stance against child labor throughout the supply chain and demands the same standards from its suppliers.

4.Auditing and Monitoring: Regular internal and external audits are conducted to ensure compliance with the company's child labor policy. These audits are carried out within the framework of international norms and standards guided by the UN and ILO.

5.Training and Awareness: Training programs for employees and business partners aim to increase awareness of child labor and children's rights. These trainings are based on the UN Convention on the Rights of the Child and ILO standards.

6.Violations and Complaint Mechanism In the event of any violation related to child labor, individuals within or external to the company can report the situation confidentially. The company takes all reported violations seriously and swiftly implements necessary corrective measures.

[https:// https://www.yesgold.net/hotline](https://www.yesgold.net/hotline) or Compliance@yesgold.net

7.Continuous Improvement YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ. regularly reviews and updates its policies and practices to ensure continuous improvement and adoption of best practices in combating child labor.

8. Policy Review Our child labor policy will be regularly reviewed and updated in accordance with the current guidance and standards related to child labor provided by the UN and ILO.

This policy demonstrates YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ.'s clear and definitive stance against child labor. As a company, we are committed to contributing to international efforts to protect and support children's rights.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ.

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