

## 1. Purpose

Yesaş upholds the fundamental human rights of all employees and enforces a zero-tolerance policy against forced labor, human trafficking, debt bondage, and all other forms of modern slavery. Our primary objective is to ensure that all employees and suppliers operate under ethical, legal, and safe working conditions.

## 2. Policy Details

### 2.1 Voluntary Employment

- Employees must enter into employment agreements of their own free will.
- No employee shall be forced to work under physical, psychological, or economic pressure.

### 2.2 Debt Bondage and Wage Retention

- No deductions shall be made from employees' wages as collateral during recruitment or employment.
- Employees' salaries shall not be withheld for any reason.

### 2.3 Retention of Identification and Travel Documents

- Employees shall not be required to hand over personal identification documents, passports, or other official records at the workplace.
- The company shall not retain such documents under any circumstances.

### 2.4 Right to Freely Resign

- Employees have the right to terminate their employment at any time, provided they give reasonable notice in accordance with their contracts.

### 2.5 Safe and Dignified Workplace

- Employees must not be subjected to physical, verbal, psychological, sexual harassment, coercion, or violence in the workplace.

### 2.6 Combating Human Trafficking

- The company conducts thorough evaluations to ensure that all workers in the supply chain are employed through ethical recruitment processes.

### 2.7 Supply Chain Responsibility

- All suppliers and business partners must formally acknowledge and comply with our anti-forced labor, anti-human trafficking, and anti-slavery policies.
- The supply chain is regularly audited, and business partners are continuously informed and educated on this policy.

## 3. Implementation, Monitoring, and Sanctions

### 3.1 Risk Assessment and Prevention

- Human Resources and Compliance teams regularly analyze forced labor and human trafficking risks and implement necessary preventive measures.

### 3.2 Complaint Mechanism

- All complaints are handled confidentially and reviewed by an independent team to take appropriate action.

#### Anonymous Reporting Channels:

- <https://www.yesgold.net/hotline>
- [compliance@yesgold.net](mailto:compliance@yesgold.net)

### 3.3 Training and Awareness

- All employees and business partners receive regular training on the details of this policy and their related rights.

### 3.4 Auditing and Monitoring

- Internal company operations and supply chains are regularly reviewed by independent auditors.

### 3.5 Legal Compliance and Cooperation

- Full compliance with national and international laws and regulations is ensured.

### 3.6 Violations and Sanctions

- Disciplinary procedures shall be enforced in cases of policy violations.
- Business relationships shall be terminated if necessary, and legal proceedings shall be initiated.

### 4. Conclusion

Yesaş Jewelry is committed to actively combating forced labor, human trafficking, and all forms of modern slavery. With this policy, the company aims to create a fair, ethical, and safe working environment that respects human rights.

**APPROVED BY THE CEO AND THE BOARD OF DIRECTORS**

**YESAŞ KUYUMCULUK SAN. VE TİC. LTD. ŞTİ.**

**YESAŞ KUYUMCULUK**  
**SANAYİ ve TİCARET LIMITED ŞİRKETİ**  
Yenibosna Merkez Mah. Kuyumcular Sk.  
İstanbul Vizyon Park Genel Merkez Plaza No:4  
İç Kapı No: 0512 Bahçelievler / İSTANBUL  
Yenibosna V.D. 950 106 2340

**PREPARED AND APPROVED BY YESAŞ KUYUMCULUK BOARD OF DIRECTORS**