

**Purpose**

This policy establishes the standards for the conduct of security personnel at Yesaş. It is designed to ensure that security personnel operate with respect for human rights, define the boundaries of security activities, outline appropriate procedures for managing security issues and conflicts, and specify the consequences of human rights violations.

**Behavior of Security Personnel****Respect for Human Rights**

1. Security personnel shall perform their duties in accordance with international human rights standards and legal regulations in Turkey.
2. They shall not engage in any form of discrimination, physical or psychological violence, or violate individuals' fundamental rights and freedoms.
3. Security personnel are expected to maintain a respectful, fair, and professional attitude towards all individuals.

**Limits of Security Activities**

1. Security personnel shall act strictly within their job descriptions and within the limits set by the company.
2. Excessive use of force should be avoided, and intervention should only occur when necessary, within legal boundaries.
3. Personnel shall comply with the company's security policies and avoid unnecessary interventions.

**Management of Security Issues**

1. All security incidents and conflicts must be handled in accordance with established procedures.
2. In conflict situations, security personnel shall prioritize peaceful resolutions.
3. In critical situations, incidents must be reported, and necessary support units must be involved.

**Consequences of Human Rights Violations**

1. Any violation of human rights will be subject to Yesaş's **zero-tolerance policy**.
2. Evidence of violations will be collected, and incidents will be thoroughly investigated.
3. Personnel found guilty of human rights violations will face disciplinary actions, including suspension, termination of employment, or legal proceedings if necessary.

**Documentation**

1. **Training Records:** Certificates of participation in training programs and related materials.
2. **Performance Reports:** Monitoring and evaluation results of security personnel.
3. **Complaint Records:** Detailed records of complaints and investigations.
4. **Disciplinary Actions:** Documentation of imposed sanctions and related records.

**Contact Information**

To report suspicious activities or obtain information about KYC policies:

- **Email:** [compliance@yesgold.net](mailto:compliance@yesgold.net)

**Hotline Platform:** <https://www.yesgold.net/hotline>

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

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