



HUMAN RIGHTS POLICY

1. OBJECTIVE

The objective of the Human Rights Policy is to provide a guideline for the employees and stakeholders by reflecting the human rights principles that Mavi adopts.

This policy has been prepared in accordance with the Universal Declaration of Human Rights, United Nations (UN) Global Compact, UN Convention on the Rights of the Child, ILO Conventions, OECD's Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, and applicable national laws.

This policy aligns with **Mavi's People and Its Principles**, the document defining the ethical principles and code of conduct that apply to all employees of Mavi companies and subsidiaries and business partners.

2. SCOPE

This policy applies to all global Mavi organizations and all the business partners, including the suppliers and franchisees ("Business Partners" with whom the company has commercial relationships. Mavi urges its business partners to implement the principles in this policy and adopt similar policies.

3. RESPONSIBILITIES

The Senior Leadership Team, Chief Human Resources Director (CHRO), and the C-Suite are responsible for implementing this policy.

Mavi Board of Directors is responsible for determining and overseeing the execution of the notification, review and enforcement mechanisms in case the Human Rights Policy's guidelines and regulations are violated.

4. POLICY

Mavi respects human rights in its operations at all its global workplaces.

The company strives to provide a work environment where universal human rights are respected, and employees can develop themselves, express their opinions freely and not face discrimination.

4.1 Principles, Commitments and Related Practices

4.1.1 Respect for and Compliance with Human Rights

Mavi values mutual respect in all its relationships and strives to comply with human rights in its relations with employees, customers, business partners, competitors, and communities to raise awareness about this issue and prevent human rights violations.



4.1.2 Equal Opportunity, Diversity and Inclusion

Mavi provides a work environment where the employees feel welcomed regardless of their differences and respect one another's rights and dignity with their behaviors.

All recruitment, placement, development, training, compensation, and promotion decisions are based on the employee's qualifications, performance, skills, and experience. This system is built to encourage cultural diversity and equal opportunity and recognize performance and contributions to business success. Workforce diversity is essential for the company to achieve business goals. Therefore, Mavi strives to attract, develop and retain open-minded talent with diverse backgrounds and experiences and respect for differences.

4.1.3 Discrimination

All Mavi employees are equally entitled to legally recognized rights and freedoms. In line with **Mavi's Diversity and Inclusion Policy**, no discrimination against age, gender, race, skin color, religious belief, spiritual or political ideology, ethnicity, economic status, health condition, disability, physical appearance, lifestyle and what they wear, or sexual orientation is allowed. Mavi will not tolerate any discriminatory behavior and action or retaliation of any kind.

4.1.4 Rights to Collective Bargaining and Freedom of Association

Mavi respects the employees' rights to collective bargaining and freedom of association.

4.1.5 Freedom of Expression

Mavi aims to prevent any situation that may keep the employees from exercising their rights to freedom of expression in the workplace and provides the necessary tools and environments to express themselves freely.

4.1.6 Occupational Health and Safety

Protecting the health and safety of the employees and the guests or business partners visiting the Mavi locations for any reason is a top priority for Mavi. Accordingly, the company management strives to implement the highest safety standards to prevent potential risks in the workplace.

Compliance with applicable occupational health and safety regulations and internal guidelines is required to ensure a safe and healthy workplace. The Occupational Health and Safety Committee at Mavi regularly convenes to identify and mitigate the risks that may lead to accidents, injuries, and health problems to create and maintain a healthy and productive workplace.

4.1.7 Forced Labor

Mavi does not tolerate forced labor. Accordingly, no employee will be forced to work or pressured in any matter. All employees are placed in suitable positions under equal conditions and with their own consent.



4.1.8 Child Labor

In line with the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, Mavi does not employ child labor.

4.1.9 Violence and Abuse

Mavi is committed to providing a safe work environment for all employees, treating them with respect, and honoring their human dignity. On the other hand, the employees are required not to engage in physical and psychological violence or abuse against anyone under any circumstances and not to stay silent when they witness such behavior in others. Threats of violence and abuse or attempts to instill fear, even if they do not manifest as actions, are also regarded within the same scope. Mavi will not tolerate any type of physical, verbal, sexual, or psychological harassment, abuse, or threat.

4.1.10 Working Hours, Salaries, and Compensation

Mavi runs its operations in compliance with applicable laws and regulations on salaries, working hours, overtime, and benefits. The company aims to prevent overtime through efforts to improve productivity during working hours and ensure work-life balance.

Mavi promotes a productive and motivating work environment conducive to continuous development, offers personal improvement opportunities, invests in training, and runs rewards programs to recognize merit, exemplary behavior, innovation, and creativity.

4.2 Resolving Non-compliance with the Policy

At Mavi, any incidence or suspicion that is considered to violate ethical values and principles, policies, procedures or regulations is reported via the Ethics Line.

The Ethics Line is a 24/7 support system managed by a third party or parties completely independently from the company management, and enables all Mavi employees to report non-compliances detected in Turkey or other countries, voice their concerns and ask questions verbally or written. The Ethics Line can be accessed by phone, email or via the website.

The latest developments regarding the Ethics Line channels and usage are communicated to the employees through **Mavi's People and Its Principles**, the company intranet, and other announcement systems (emailing, posters, etc.).