



SOCIAL RESPONSIBILITY POLICY

General Tekstil San. ve Tic. AS aims to take a pioneering role in the nonwoven fabric sector by acting sensitively to the needs of society and the environment. Embracing a respectful approach to human rights, we strive to promote and implement the principle of equality throughout the company.

Our decisions regarding the recruitment and promotion processes of our employees are based on experience, knowledge, skills and qualifications required for the position, focusing on the organization's needs. We aim to create a working environment based on the principles of diversity and inclusivity without discrimination based on factors such as gender, religion, sect, race, marital status, political views, disability status or social class differences. We also encourage our employees to be sensitive and respectful towards these differences.

Ensuring equal opportunities in our human resources practices is one of our top priorities. We strive to provide all employees with equal training and development opportunities by implementing a compensation and performance system based on transparent and objective criterias. Encouraging greater participation of women in leadership roles and adopting policies to achieve gender balance are among our priorities.

As a company, we are deeply committed to ethical standards in conducting our business and commercial activities. We maintain a determined attitude against practices such as child labor and forced or compulsory labor at every stage of our supply chain. Additionally, by conducting regular risk assessments, we keep the safe and healthy functioning of our business environment under control.

We support the right of all our employees to establish associations, organize meetings, organize and bargain collectively within the framework of legal regulations and respect freedom of expression. We do not subject our employees who use these rights to any discrimination or pressure on them.

General Tekstil San. ve Tic. AS adopts a general policy of continuously improving waste reduction and maximizing recycling opportunities in its production processes, minimizing energy consumption and transitioning to renewable energy sources.

Chairman of the Board
Hasan Hüseyin MAZICIOĞLU