Since its establishment, **Gelişim Kozmetik** has focused on corporate social responsibility activities with an understanding that values and respects people, a vision that contributes to society, and a commitment to protecting nature and working in harmony. these principles have been internalized as part of the organization’s core values at every level.

it strives to improve both organizational and societal quality of life by supporting the professional and personal development of its employees through training programs, demonstrating its value for them.

It directs its efforts with a holistic approach that includes its customers, employees, suppliers, and the community, spreading awareness of corporate social responsibility.

Within the framework of the principle of continuous improvement, it designs new products by considering their economic, social, and environmental impacts.

as **GELİŞİM KOZMETİK**, we aim to support social, environmental, and economic issues that will contribute to all our stakeholders.

**prevention of child labor**: to prohibit and not support child labor, and to act in accordance with the procedures and principles for the employment of child workers.

**prevention of forced and compulsory labor: to** ensure that no employee is forced to work under any pressure or debt, and to employ all our employees in suitable positions voluntarily and under equal conditions.

**ensuring occupational health and safety:** to fulfill legal requirements for the occupational health and safety of all our employees, to take all preventive measures to prevent work accidents, and to provide a work environment with adequate equipment and hygienic facilities that meet their basic needs.

**wages and payments**: to provide all employees with the wages and social rights determined within the framework of the law.

**prevention of discrimination:** to base employment decisions on the ability to perform the job; to avoid discrimination based on language, religion, race, gender, social class, pregnancy, marital status, or physical disability.

**prevention of mistreatment and harassment:** not to impose institutional punishment on our employees, nor to engage in mistreatment or harassment; to treat our employees with respect and dignity.

**freedom of representation:** to respect the right of our employees to representation

**prevention of environmental pollution: to** establish environmentally friendly policies and standards to prevent environmental pollution and protect nature, and to raise awareness among our employees on this issue.

**compliance with laws and other obligations**: to continue our activities in compliance with current laws and regulations, the rules of our customers and business partners, and the quality management systems we voluntarily implement.

**respect for women's rights**: ensuring the participation of women in the workforce distribution is one of our company’s priorities. approximately 60% of our employees are women.

**inclusion of employees in decision-making:** when making company decisions, we act in line with the opinions of all our employees, both blue-collar and white-collar.

**prevention of bribery:** we commit to not accepting any gifts or payments that would provide financial gain from any of our employees or suppliers under any circumstances, and we do not make such requests.

**GELİŞİM KOZMETİK SAN. TİC. A.Ş.** conducts all its activities based on the principle of integrity. it acts **with honesty and fairness** in its relationships with employees, customers, suppliers, shareholders, and all stakeholders.

**GELİŞİM KOZMETİK SAN. TİC. A.Ş**. is transparent and open in its relationships with employees, customers, suppliers, shareholders, and all stakeholders. it provides **clear and accurate** information in a timely and complete manner in all its activities.

as **GELİŞİM KOZMETİK SAN. TİC. A.Ş.,** no discrimination is made among employees, customers, suppliers, shareholders, and other stakeholders based on reasons such as religion, language, race, gender, health status, marital status, or political views. all community employees treat everyone **fairly and equally**, avoiding biased behavior.

as **GELİŞİM KOZMETİK SAN. TİC. A.Ş.,** the protection of employees', customers', suppliers', and other stakeholders' private information is carefully ensured, and sharing such information with third parties is not permitted. such private information can only be used by authorized individuals within the community, in accordance with the ethical guidelines and solely for the benefit of the community.

**GELİŞİM KOZMETİK SAN. TİC. A.Ş.** conducts all its activities in compliance with laws and regulations. it closely follows laws and regulations and takes necessary measures to ensure compliance.

**as GELİŞİM KOZMETİK SAN. TİC. A.Ş.,** we carry out our initiatives with an entrepreneurial spirit but with a sense of responsibility, and we move forward with determination in pursuit of our goals. we see mutual fairness in our communication with each other and our business partners as a prerequisite for corporate success.

**our other social responsibility values;**

• owning employee and performance

• taking personal initiative, inspiring and motivating others

• taking responsibility for actions, results, successes, and failures

• treating others fairly and with respect

• providing clear, sincere, and timely feedback

• managing conflicts constructively

• creating value for all our stakeholders

**our values for managers;**

• providing clarity and guidance

• thinking and acting strategically

• requesting and appreciating performance

• ensuring long-term employment by developing and nurturing employees

• building a strong and diverse talent pool

01.01.2024

GENERAL MANAGER