



# İSTOR KUYUMCULUK SAN. VE TİC. A.Ş. CHILD LABOUR POLICY

PL.02 | Yayın Tarihi: 25.08.2023 | R.00 | Revizyon Tarihi: -

Page 1 / 1

## 1. Introduction

İstor Kuyumculuk upholds a policy of zero tolerance towards child labor in its operations, aligning with the principles outlined in the United Nations (UN) Convention on the Rights of the Child and the International Labour Organization (ILO) standards. Our firm is dedicated to leading the industry by adhering to high ethical standards, ensuring transparency, and taking responsibility in all our business activities, notably by enforcing a strict policy against child labor.

## 2. Scope and Purpose

This policy applies to all aspects of İstor Kuyumculuk, encompassing our supply chain, subcontractors, suppliers, and business partners. It underscores our ambition to be at the forefront of the industry in eradicating child labor and championing children's rights, structured around the guidance and standards issued by the UN and ILO.

## 3. Definition and Prohibition of Child Labor

Child labor is defined as work that detrimentally affects children's education, health, and their physical, mental, social, and spiritual development. İstor Kuyumculuk rigorously applies the minimum age for employment as established by the ILO and the UN Convention on the Rights of the Child in its recruitment processes, favoring the higher age limit set by the end of compulsory schooling or any higher legal requirement.

## 4. Responsibility and Implementation

- **Supply Chain Management:** Our company's anti-child labor stance is communicated clearly across our supply chain, requiring similar commitments from our suppliers.
- **Auditing and Monitoring:** We undertake regular internal and external audits to verify adherence to our child labor policy, following global norms and standards as recommended by the UN and ILO.
- **Training and Awareness:** We conduct training sessions for our employees and business partners to foster awareness about child labor and children's rights, guided by the principles of the UN Convention on the Rights of the Child and ILO standards.

## 5. Violations and Complaint Mechanism

Any incidents of child labor violations can be confidentially reported by individuals both inside and outside of the company. All reported cases are taken seriously, with immediate actions taken for necessary rectifications. [[www.istor.com.tr/hotline](http://www.istor.com.tr/hotline)]

## 6. Continuous Improvement

İstor Kuyumculuk commits to the ongoing enhancement and refinement of its policies and practices to ensure the eradication of child labor, continually aligning with best practices.

## 7. Policy Review

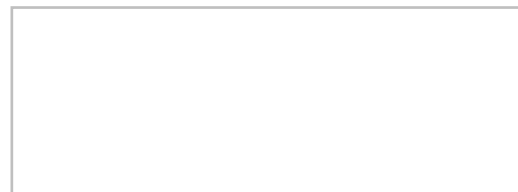
Our policy against child labor will be periodically reviewed and updated to reflect the latest UN and ILO guidelines and standards on child labor.

This policy affirms İstor Kuyumculuk's firm stance against child labor, showcasing our commitment to contributing towards global efforts in protecting and promoting children's rights.

Last updated on: 25.08.2023

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

İstor Kuyumculuk San. ve Tic. A.Ş.



PREPARED AND APPROVED BY İSTOR KUYUMCULUK BOARD OF DIRECTORS