

POLICY STATEMENT

PAGMAT, as a responsible food processor, complies to all the relevant standards of Ethical supply and legislations of Turkey.

In this concept, the standards set out below forms that decent working conditions are provided for all those people involved in the production steps of our goods.

STANDARDS

- 1- PAGMAT, meets all the legislations of health and safety in Turkey to keep safe and healthy working environment, equipment and system of work from the point of food and also employee and provides necessary information, training and supervision. Factory manager is responsible from all these activities.
- 2- PAGMAT workers are never exposed to physical, mental, moral, spiritual threatments or verbal abuselements. PAGMAT never employs any forms of harassment or intimidation.
- 3- PAGMAT workers are never discriminated with respect to employment, promotion, training, remuneration, compensation or other benefits in relation to race, caste, national origin, marital status, gender, religion, age, disability, sexual orientation, political affiliation or union membership unless propagated in working site.
- 4- PAGMAT, never engage in or support the use of child labour.
- 5- **PAGMAT, never supports modern slavery, human trafficking, forced or compulsory labor in its premises. PAGMAT, never supports any human rights impacts neither in its body, nor in its supply chain and supports the remedial actions.**
- 6- PAGMAT provides training for basic food processing facilities and other, appropriate to the work being undertaken and supplies opportunities to develop themselves in PAGMAT culture.
- 7- All workers are informed at the beginning of employment about working conditions and hours, overtimes and wages, disciplinary measures all of which are designated in signed contracts of employee and basic food processing and health and safety rules which are given in PAGMAT Manual for Employees.
- 8- PAGMAT meets at least minimum employment criteria for beginner workers, which are minimum legal wage with social security insurance, legal working hour and overtimes, lunch, medical treatment, and transport service. Religious days and worships are given special importance and extra food supply is provided in fasting month.
- 9- PAGMAT, gives opportunities to previously convicted and disable people for working and a reasonable life standard if found to be suitable for our process conditions.
- 10- All of the above statements are also expected to be applied by all ingredient and material suppliers of PAGMAT.
- 11- PAGMAT never allows and forgives any kind of bribery in its trading, production facilities, official facilities and inside or outside of the company by any worker.
- 12- PAGMAT never allows and forgives any kind of impropriety in its trading, production and official facilities in and outside of the company by any worker.

PREPARED/CONTROLLED BY

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Sign :



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