



ŞİŞECAM GROUP

POLICY FOR PREVENTION OF PSYCHOLOGICAL HARASSMENT (MOBBING) AT WORK

This policy aims to determine the corporate approach at Şişecam Group, to the prevention and combating of the types of psychological harassment called “mobbing,” including psychological violence, emotional siege, oppression, or harassment.

The policy covers all employees, including the Şişecam Board of Directors, consultants, financial advisors, lawyers, independent experts, and all persons authorized to represent the company.

In this policy, psychological harassment (mobbing) is defined as continuous and systematic actions and discourse that include psychological violence, discrimination, or humiliation at work. Psychological harassment can be either a behavior pattern against employees by their superiors or other employees of equal level, or behaviors against superiors or the employer by their subordinates. It is generally accepted that mobbing emerges in different ways, such as words, behaviors, or glares.

Şişecam Group considers psychological harassment (mobbing) as a fundamental problem that causes tension and a conflictual climate in the company, disrupts the health of the organization, and adversely affects the job satisfaction and work peace of employees. Therefore, any harassment and violent behavior or threats described as mobbing are never allowed at Şişecam Group.

All measures are taken to protect the individual rights of employees and the Group. In case of violation of the rights protected by this policy, regardless of the position or identity of the violating or violated person in Şişecam Group, relevant disciplinary penalties are applied, and the violation is not tolerated under any circumstances.

An in-house training and awareness plan is carried out in order to raise awareness about the prevention of psychological harassment and bullying and to inform employees about this issue.

Employees exposed to mobbing are encouraged to report any incidents.

If an employee has a reasonable suspicion that they have been exposed to psychological harassment, they can report the incident to the Ethics Hotline at <https://ethicshotline.sisecam.com> or the relevant Human Resources unit. Communication channels are available for use by employees, who are assured that the issue will be handled fairly in the event of such a report. Under Şişecam Group Anti-Retaliation Policy, necessary measures are taken against any retaliation after an applicant's complaint is filed.

Implementation of this policy and inspection of reports in case of non-compliance with rules and regulations are under the supervision of the Şişecam Corporate Governance Committee.