



MONDİ KALENOBEL PACKAGING POLICY OF SOCIAL RESPONSIBILITY

As Mondı Kalenobel, our principle is to work with the principle of "**people first**" at every stage of production and management. Mondı Kalenobel management; to fulfill its social responsibilities towards its employees, customers, partners, competitors and society;

- All employees are employed in appropriate positions with their own consent, in equal terms
- Employees do not work under pressure on any subject
- In accordance with the working age determined by the law , in case where it is not followed allowed and supported
- Child worker do not work our company except trainee
- The legal entailment for the health and the security of all employees are fulfilled
- There is no discrimination among the employees in terms of language, religion, race, gender, social class, age and union membership
- Working hours are arranged by the law
- The wage policy determined by the laws and industry standards is applied
- Employees can share their requests and complaints with management through worker representatives
- A working environment with sufficient equipment is provided for the employees to enable their basic needs in hygienic conditions
- Employees are informed about environmental protection issues and encouraged to volunteer

adopts a management system and undertakes to realize it.

Ümit ŞAHİN
General Director

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