

## CORPORATE POLICY

# Our Social Compliance Policy

SLCP · Higg FSLM · ISO 45001 · ILO

Fersan Tekstil is a family company operating since 1982 and a vertically integrated polyester performance-knit fabric manufacturer. This policy sets out our commitments regarding the people and working conditions behind the fabric we produce; it covers all employees, interns and subcontractor personnel at both of our sites. Our framework is SLCP (Higg FSLM 2025), ISO 45001:2018, the ILO fundamental conventions and customer Codes of Conduct (CoC); where there is a difference between local law and the international standard, we apply the provision that better protects the worker.

## OUR COMMITMENTS

- 01 Prohibition of forced/compulsory labour (ILO 29, 105)** We do not take identity documents/passports or part of wages as security, nor do we demand recruitment fees/deposits; the employee is free to leave with reasonable notice.
- 02 Prohibition of child labour (ILO 138, 182)** We verify age and do not employ anyone under the minimum age; we do not assign those under 18 to night or hazardous work.
- 03 Prohibition of discrimination (ILO 100, 111)** We do not discriminate in recruitment, wages, promotion and dismissal; we apply equal pay for work of equal value.
- 04 Prohibition of violence/harassment/mistreatment** Physical punishment, insult, sexual harassment and threats are prohibited; disciplinary processes are written, graduated and grant the right of defence.
- 05 Freedom of association and collective bargaining (ILO 87, 98)** We do not interfere with the right to unionise; where sites are restricted we provide alternative worker representation and worker-management dialogue channels.
- 06 Working hours and wages** Within the limits of Turkish Labour Law No. 4857; overtime is voluntary and paid at a premium; wages are at the minimum-wage level, full, on time and payrolled (SGK-registered).
- 07 Occupational health and safety** Within the framework of ISO 45001 and Law No. 6331 (Turkish Occupational Health and Safety Law) we assess risk, provide PPE free of charge, monitor chemical exposure and prevent accidents/near-misses through root-cause analysis.
- 08 Decent environment** We provide drinking water, clean sanitary facilities, lighting, ventilation and a rest area; we do not discharge dyehouse water untreated.
- 09 Transparent recruitment** Direct and transparent; we do not use fee-charging intermediaries; we subject migrant/seasonal workers to equal rights and conditions as well.
- 10 Supply-chain expectation** We expect the same commitments from subcontractor suppliers and, in case of non-conformity, work on a corrective plan.

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**11 Grievance mechanism** We offer an application channel that is free of fear of retaliation and protects confidentiality, and conclude it within a reasonable time with the ISO 10002:2018 approach.

**12 Management by evidence** We conduct SLCP / Higg FSLM 2025 self-assessment and internal audits, and behave openly toward customer CoC audits.

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Top management is responsible for the implementation of this policy; responsibilities have been assigned and employees have been informed. We regularly conduct internal audit and self-assessment (Higg FSLM 2025 / SLCP-compliant), take corrective action based on findings, and periodically review and update the policy with the Plan-Do-Check-Act cycle. We comply with all applicable labour, OHS, environmental and human-rights legislation and with customer Codes of Conduct; where there is a difference between local law and the international standard, we apply the provision that better protects the worker.

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#### REFERENCED STANDARDS

SLCP / Higg FSLM 2025

ISO 45001:2018

ILO Core Conventions

ISO 10002:2018

Customer CoC

**Fersan Tekstil Top Management · Rev. 01 · July 2026**

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