

Scope: Provision of foreign trade services, customs clearance, warehousing, sea, road, air, and intermodal (rail) logistics operations, as well as inland and international delivery services.

Introduction

Apron Global Logistics is committed to respecting and promoting human rights in all areas of its operations. All individuals associated with the company—employees, contractors, suppliers, and communities—are entitled to dignity, fairness, and respect. This policy aligns with global frameworks including the UN Guiding Principles on Business and Human Rights (UNGPs), ILO Core Conventions, and the Universal Declaration of Human Rights (UDHR).

Policy Scope

This policy applies to:

- Employees: Full-time, part-time, and temporary personnel.
- Contractors and Suppliers: Third parties providing goods or services.
- Communities: Populations affected by our logistics operations.
- Stakeholders: Business partners, customers, and individuals throughout the supply chain.

Key Commitments

1. Respect for Fundamental Rights
 - Right to Life: Safe and healthy working conditions are provided.
 - Non-Discrimination: Discrimination based on race, gender, religion, age, disability, or sexual orientation is strictly prohibited.
 - Fair Working Conditions: Employees receive fair wages, reasonable working hours, and a respectful workplace.
 - Freedom of Association: We respect the right to join unions and engage in collective bargaining.
 - Prohibition of Child and Forced Labour: Zero tolerance for child labour, forced labour, or trafficking in any part of the supply chain.
2. Due Diligence and Risk Management
 - Supplier Audits: Regular assessments to ensure human rights compliance.
 - Impact Assessments: Evaluation of how logistics operations affect communities and workers.
 - Grievance Mechanisms: Accessible, confidential reporting channels.
3. Equal Opportunity and Inclusion
 - Equality: Fair hiring, promotion, and training practices.
 - Gender Equality: Encouraging women's participation in leadership roles.
 - Accessibility: Inclusive infrastructure and accommodations for persons with disabilities.
4. Health and Safety
 - Comprehensive Policies: Well-established occupational health and safety protocols.
 - Standard Compliance: Full adherence to national and international OHS laws.
 - Risk Prevention: Proactive identification and elimination of hazards in customs clearance, handling, and distribution processes.
5. Stakeholder Engagement
 - Collaboration: Working closely with suppliers and subcontractors.
 - Transparency: Clear communication of expectations.
 - Sector Participation: Engagement in industry forums and initiatives for human rights.

Implementation and Accountability

- Policy Integration: Human rights are embedded into our health and safety, inclusion, supplier code of conduct, and sustainability policies.

- Training and Awareness: Ongoing training and distribution of support materials.
- Monitoring and Reporting: Annual KPIs, transparency via sustainability reports, and external audits.
- Grievance Channels:
 - www.apronglobal.com.tr/hotline
 - compliance@apronglobal.com.tr

Anonymous reports, fair investigations, and corrective actions are ensured.

Governance and Review

The Human Rights Committee—comprising senior executives and advisors—meets quarterly to review implementation, address challenges, and ensure global alignment.

Public Commitment

This policy is published on the website, shared with all stakeholders, and integrated into contracts and operational procedures.

Conclusion

Apron Global Logistics believes protecting human rights is both a moral responsibility and business imperative. Through this policy, we strive to create an inclusive, fair, and sustainable future for all.

The policy is reviewed and updated annually.

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Apron Global Logistics Foreign Trade Ltd. Co.



PREPARED AND APPROVED BY APRON GLOBAL LOGISTICS BOARD OF DIRECTORS