

# BARAKAT PAMUK

## SAN. VE TİC. A.Ş. POLİTİKALAR

BRT-İK-PLT-01/ 13.08.2020 / Revizyon Tarihi/ No: 25.12.2020/01



### ISO 9001 QUALITY MANAGEMENT SYSTEM

As per requirements of ISO 9001:2015 Quality Management System, we declare our commitment to the below mentioned:

- To strive for innovation, competitiveness, and leadership in the sector by adapting to developing technology in order to best satisfy our customers' requirements;
- To be customer-oriented, ensuring continuity in meeting customers' expectations and effectively handling customers' proposals;
- To create long-term business partnerships and ensure "customer satisfaction "by complying with standards and legal regulations, without compromising service quality and speed;
- To Comply with the requirements of the Quality Management Systems Standard, constantly reviewing and auditing, effectively applying and making the necessary improvements to meet and implement the applicable conditions;
- To Improve quality awareness by ensuring that the quality policy is understood by all employees and suppliers of the organization;
- To ensure that our employees work in comfortable and safe environment by protecting them from the negative effects of the workplace and accidents by continuously carrying out hazard and risk analysis;
- To ensure maximum communication and efficiency with system approach in process and management;
- To take into account the possible effects of our products on the environment, we do our production activities in this direction and keep in constant communication with all our stakeholders about our organization's perspective on the environment and environmental protection practices;
- To establish awareness of quality, environment and work safety in all employees;
- To be an exemplary organization that respects the society and the environment we are in and to contribute to the national economy by continuously improving its business volume;
- To establish and review quality targets and to ensure that they are controlled and maintained;



## **ISO 14001: ENVIRONMENTAL MANAGEMENT SYSTEM**

As per requirements of ISO 14001:2015 Environmental Management System, we declare our commitment to the below mentioned:

- To comply with all legal regulations and other obligations related to the environment for our industry;
- To control and reduce the environmental impacts that may arise from our activities applying scientific and economic solutions;
- To continuously improve and increase the effectiveness of our services within the framework of the current applicable legal environmental legislation by making the TS EN ISO 14001: 2015 Environmental Management System Standards applicable;
- To learn the needs and expectations of our citizens and all stakeholders, who receive service from our institution, by using the available resources effectively and efficiently with our trained and experienced personnel;
- To maintain habitable city for future generations by protecting nature, environment, cultural and historical heritage;
- To establish an "Environmental Management System", to evaluate and announce the performance by taking the opinions and suggestions of the relevant stakeholders for ensuring continuity;
- To carry out activities in favour of sustainable development;
- To follow the developing technology and to reduce the losses by keeping the efficiency of our facilities at the highest level;
- To carry out necessary activities to raise awareness of our employees about environmental awareness.



## ISO 45001: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

As per requirements of ISO 14001:2015 Environmental Management System, we declare our commitment to the below mentioned:

- To analyze and minimizing health and safety risks that may arise in the working environment;
- To Organize training activities to create and develop Occupational Health and Safety awareness;
- To create a strong occupational health and safety culture with all employees;
- To work aimed at continuous improvement by setting goals;
- To reduce the environmental, occupational health and safety risks of our employees and stakeholders with high technology systems;
- To Continue improvement of our Occupational Health and Safety performance and ensuring compliance with all legal and other requirements we are bound to, as well as being open to technological and innovations;
- We will always abide by the legal and other conditions and the conditions required by the legislation;
- To prevent the occurrence of environmental, work accidents and occupational diseases;
- To take measures to minimize Occupational Health and Safety risks, to make working environments safe and to protect the health of our employees, to develop systems to minimize our losses in case of any accident or emergency that may occur during our activities;
- To ensure the continuity of occupational health and safety management system performance through management review studies where occupational health and safety targets are determined.

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## SOCIAL COMPLIANCE POLICY

As per the social compliance policy, we declare our commitment to the below mentioned:

- There are no employees under the age of eighteen in the company;
- There is no discrimination between employees;
- Employees are not forced to work;
- Employees are paid above the minimum wage;
- There is no implementation of any form of practices such as pressure, harassment, or ill-treatment of employees, It will take the necessary measures to prevent it from occurring within the company;
- Normal working hours per week does not exceed 45 hours;
- Required occupational health and safety conditions are provided in a suitable working environment for the employees;
- Provide training on legal rights, practices in the company, payment system - in order to increase the awareness of employees on social issues;
- Adopt environmentally compatible production methods, it will measure, analyze and reduce its effects on the environment (air pollution, waste water quality, proper removal and disposal of solid wastes)



## HUMAN RESOURCES POLICY

Our Human Resources Policy takes into strict consideration the below mentioned:

- Fulfilling the activities of the company to achieve its objectives with an appropriate number of personnel;
- To select and assign personnel with competence appropriate to the nature of the job;
- To provide qualified and measurable training and development opportunities to its employees for continuous improvement and development;
- By focusing on their internal talents, to create a training and development environment for their employees to realize, develop and use their potential, respectively;
- To give importance and respect to the personality of the personnel; to observe the protection of material and moral rights;
- To provide suitable and safe working opportunities according to the nature of the task;
- To provide opportunities for the establishment of a work environment and social relations that increase the willingness and power of the staff to work;
- Supporting teamwork and team friendship awareness and ensuring the coordinated work of our employees;
- To inform the staff on the issues that concern them in a timely manner, to create communication channels through which the staff can easily convey their opinions and ideas to the management;
- In order to preserve the corporate culture and identity of the company, appoint vacancies within the company as much as possible, and to promote the employees by taking their skills, personality, success, education and service periods into consideration;
- To be in an approach that aims to serve the welfare of the society with individuals with high sense of responsibility against individual, social and environmental problems and to continuously improve our practices in line with these purposes.