

Balsu, in order to fulfill its responsibility to employees, society and the environment has formulated this “Workplace Standards”. Balsu, a pioneering institution in corporate social responsibility since 2006, commits to apply this policy for all workplaces and suppliers. We have produced supporting guidelines in CSR100 Corporate Social Responsibility handbook that detail our workplace standards. Balsu will apply the highest standard if differences or conflicts in standards arise while implementing. Balsu hold a very high standard for human rights, ethical trading and environmental issues. Balsu workplace standards are derived from Universal Declaration of Human Rights, ISO 14001 Environmental Management System, OHSAS 18001 Occupational Health and Safety Management System , No. 6331 Occupational Health and Safety Law, Environmental Law ve International Labor Organization’s conventions.

In accordance with our corporate governance principles, we do not tolerate any form of discrimination in Balsu. We ensure that all employees are treated fairly and equally in personal freedom, employment, wage, training, discipline, termination and retirement, without regards to nationality, race, social group, ethnic origin, age, gender, religion, political view, marital and social status, sexual orientation, physical structure or disability, employment status and union membership. Quite the opposite, we promote diversity to promote success and competitiveness. We apply equal opportunity principle in personal and career development. Accepting and giving gifts which can be perceived as bribery is not tolerated within our company.

Balsu protects its employees’ physical, sexual and emotional privacy within workplace. All of our employees are treated with respect and dignity. None of our employees would be subject to any physical, sexual, psychological or verbal harassment or abuse.

There is no use of forced labor (prison labor, indentured labor, bonded labor etc) in Balsu. Employees are not required to lodge "deposits" or their identity papers with us and are free to leave after reasonable notice.

In line with our “No Child Labor Policy” and legal practices, to employ anyone under the age of 16 or under the age for completion of compulsory education, whichever is higher, is strictly forbidden in Balsu.

In Balsu, we recognize and respect the right of employees to freedom of association and collective bargaining under the laws and regulations.

As we have detailed in Balsu Health and Safety Policy, we take adequate steps to prevent accidents and injury in workplace. Employees in Balsu receive regular and recorded health and safety trainings and instructions. We take measures to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work or workplace. As described in our Environmental Policy, we also adopted best practice towards improving our environmental performance. We are committed to minimizing the environmental impact of our operations.

In Balsu, work principles are set on the basis of recognized employment relationship established through national law. We commit to care not only national labor and social security laws/regulations but to international ones as well. Wages comply with national laws and benchmark industry standards. Deductions from wages as a disciplinary measure are not permitted in Balsu. Social Insurance Payments are made precisely and all employees are provided with written information about their wages.

In Balsu, working hours comply with national laws and benchmark industry standards. Overtime is always on voluntary basis and compensated according to national laws. We have detailed our standards for working conditions in terms of working hours and payments at CSR100 Corporate Social Responsibility Handbook.

Balsu adopt and adhere to rules and conditions of employment that respect workers.