

## Social responsibility policy approved on 31 July 2019

**UMIT**, aware of the advantages connected with the adoption of socially responsible behavior, has decided to implement an adequate management system for social responsibility, designed and documented according to the requirements of the SR10 standard Management systems for social responsibility and extended to all the activities carried out, with the priority objective of contributing to sustainable development.

The management system for social responsibility is based on the commitment that **UMIT** places on promoting the principles of social responsibility as defined by the SR10 standard

- responsibility to report on the activities and decisions to its stakeholders;
- transparency and ethical behavior;
- respect for the interests of stakeholders;
- respect for the principle of legality, international standards of behavior and human rights.

The general objectives pursued by **UMIT** through its management system for social responsibility are:

- comply with the requirements established by the SR10 standard Management systems for social responsibility and also the other requirements referring to social responsibility eventually subscribed;
- account for significant significant impacts related to its activities and decisions;
- disclose in a clear and complete way the information related to the activities and decisions for which it is responsible;
- pursue honesty, fairness and integrity in the implementation of its activities and decisions;
- respect, take into consideration and respond to the interests of its stakeholders;
- fulfill all applicable legal requirements and international and national rules of conduct;
- pursue the continuous improvement of its management system for social responsibility.

Specific to its management system for social responsibility, the **UMIT** commitment is aimed at:

- consider the expectations of local communities, the financial community, employees, suppliers of goods / services;
- pursue the improvement of environmental quality and the health / safety of workers;
- increase employee involvement and productivity;
- enhance the specific skills of employees in organizational changes related to corporate restructuring;
- managing the risk of job losses and the termination of supplier / customer contracts in the sale of branches and / or companies or in the sale of assets, simultaneously enhancing their potential increase in revenues;
- implement the diversification of the business considering any organizational changes, the increase in debt and the potential change in one's financial situation;
- enhance the increase in available economic resources, the financial soundness and complexity of governance in compliance with any organizational changes and the risk of loss of capital.

The Social Responsibility Policy has been communicated to all **UMIT** personnel, published on the company website and made available to anyone who requests it.

**The Direction**

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