



Borçelik Security Personnel Policy

■ Brief

This policy defines our commitment to providing a safe and secure working environment for its employees and contractors and protecting its own property. This purpose is partially achieved through the use of public or private security personnel when local conditions dictate it.

Security Personnel Policy

This policy applies both to in-house security personnel and to external security service providers contracted by Borçelik to provide security services in all facilities, offices, other buildings owned or leased by Borçelik, and in specific activities organized by the company. The policy also applies to security personnel accompanying the transportation of personal and company assets.

Borçelik aims to regulate the powers exercised by security personnel and to ensure that each individual acts in accordance with the applicable national and local laws in all circumstances. It is an integral part of the Borçelik Security Policy, and its standards and procedures, and has been prepared on the basis of national and international principles, including:

- Law No. 5188 on Private Security Services,
- Regulation Governing the Implementation of the Law on Private Security Services,
- “International Declarations of Human Rights”, which are referred to in detail in Borçelik's Human Rights Policy.

Borçelik is committed to providing a safe and secure working environment for its employees and contractors and to protecting its own properties. The basic principles we adhere to while achieving this goal are as follows:

The Use of Power: Where circumstances permit the use of force, security personnel will act commensurately and appropriately in line with the severity of the offense.

The Use of Law Enforcement: In cases where Borçelik has recourse to public forces for security purposes, the facility management will manage the intervention of law enforcement officers in accordance with Borçelik's Security Personnel Policy.

Detention of Persons: Where detention is permitted under local law, the detained person will be turned over to local law enforcement as soon as possible.

Torture and Inhumane Treatment: Security personnel will treat each individual with dignity and respect in accordance with the Borçelik Human Rights Policy as well as the relevant national and local laws.

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Assistance to the Injured: Immediate medical assistance will be provided to injured people who need help as a result of the intervention of the security personnel.

Official Incident Reporting: All security events and circumstances will be detailed in an official Incident Report, which shall be updated immediately after the incident occurs.

Reporting Procedure: Borçelik will provide local stakeholders with an effective channel to raise complaints about security issues. For all feedback regarding this policy and our security practices, please refer to: <https://www.borcelik.com/En/feedback>

Training: All Security Personnel are trained by qualified experts in order to ensure they act in accordance with Borçelik's Human Rights Policy and Article 14 of Law No. 5188 on Private Security Services, titled Private Security Basic Training.

Security Audit: Borçelik will audit the implementation of this policy within the scope of security audits.

In addition to executing the policy at the local level, Borçelik Employee Services ensure that local security personnel are carefully selected and evaluated to guarantee that they have not committed any previous human rights violations. They are also regularly trained and audited in accordance with this policy.

The Borçelik Executive Board assumes full responsibility for the execution of this policy and will ensure that this policy and its principles are properly communicated to all local business units.

Kerem ÇAKIR
General Manager