



EMPLOYEE AND HUMAN RIGHTS POLICY

At [Rammos Managed by Dedeman](#), respecting the fundamental rights of all our stakeholders and every individual we interact with is one of our highest priorities.

We do not see our differences as barriers, but rather as valuable strengths, and we recognize that diversity creates meaningful value for both our organization and our working culture.

For this purpose, we are committed to the following principles:

1. We treat each other with respect and value the opinions and perspectives of every individual.
2. We adopt a management approach that is transparent, fair, inclusive, and based on equal opportunities, while encouraging active employee participation in decision-making processes.
3. We stand firmly against discrimination of any kind based on gender, language, race, age, physical or psychological conditions, socio-economic background, educational status, sexual orientation, ethnic origin, religious beliefs, disability, vulnerable groups, or any other personal characteristic.
4. Guided by the principle of *"Accessibility for Everyone,"* we prioritize accessibility, health, and safety standards for all guests, employees, and visitors with special needs, physical sensitivities, or other challenges. We continuously organize and adapt our working and living environments in line with these standards.
5. We implement fair employment and compensation policies that fully comply with legal regulations and recognized labor standards.
6. By continuously monitoring job performance, we provide opportunities for personal development, professional growth, and career planning.
7. We listen to our employees and foster a communication culture where ideas can be freely expressed, dialogue is encouraged, and solutions are developed collaboratively.
8. We value our employees' sense of belonging and are committed to protecting their privacy, confidentiality, and personal information.
9. We prioritize every employee's right to understand their workplace, continuously improve themselves, and benefit from ongoing education and training opportunities.
10. We ensure that all employees benefit equally from the social rights, employee benefits, and reward systems provided by our organization.

Within this framework, we learn together, grow stronger together, and create opportunities for economic, personal, and professional development.

We believe that a strong sense of belonging reflects our commitment both to our team and to the work we proudly carry out together.