



Labor Human Rights Policy

Element International is dedicated to maintaining the highest standards of labor and human rights throughout all our business operations.

We ensure:

- Equal opportunity employment and zero tolerance for discrimination and harassment.
- A safe, inclusive, and respectful work environment, including remote or hybrid setups.
- The prohibition of child labor, forced labor, or any form of modern slavery within our operations and supply chain.
- Freedom of association and the right to collective bargaining in compliance with applicable laws.
- Employee well-being supported by ethical HR practices and fair working conditions.

We extend these expectations to our suppliers and partners through our Supplier Code of Conduct.

Erhan Etiz
CEO
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