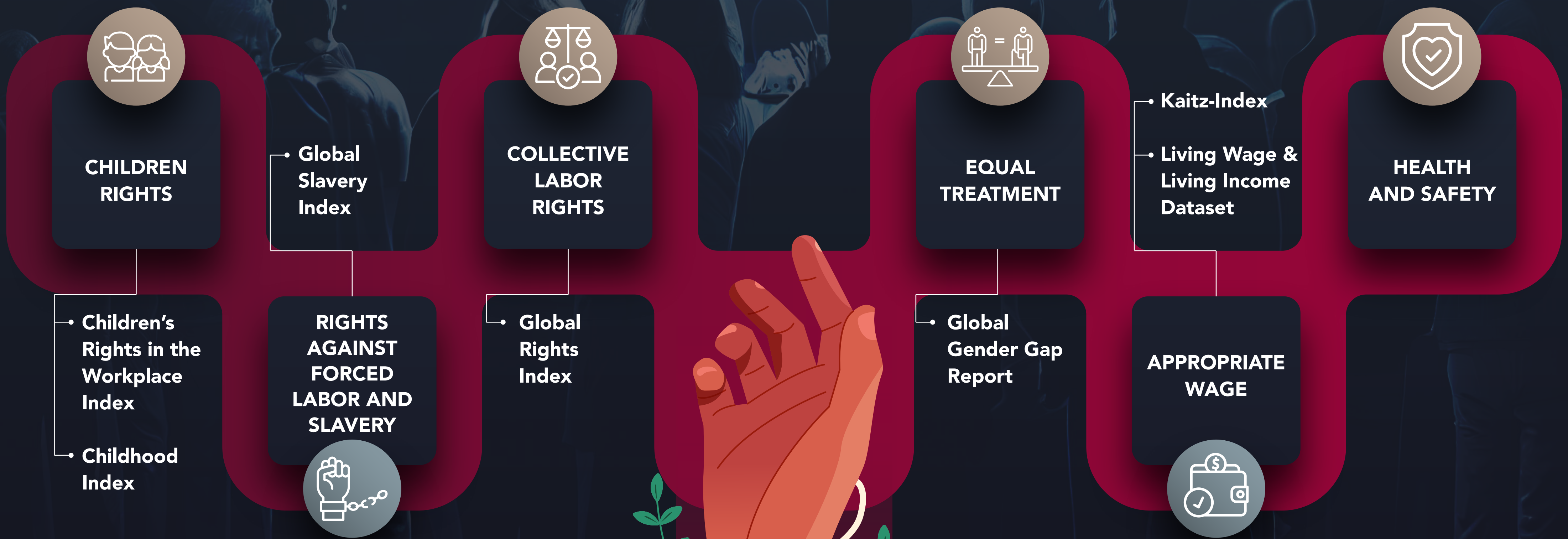
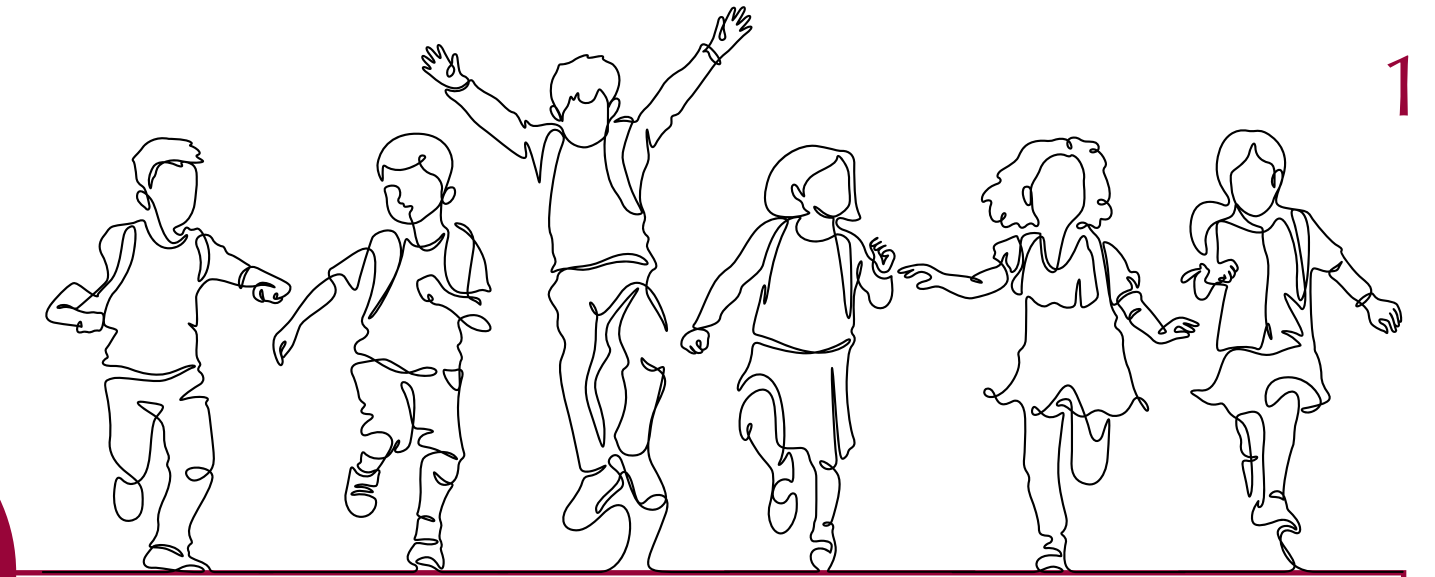


HUMAN RIGHTS RISKS





CHILDREN RIGHTS

Minimum Employment Age > 15 + Completion of Compulsory Education

Ban of Child Labor For Children Under 18

- ◆ All forms of slavery, practices similar to slavery (e.g., sale and trafficking of children, debt bondage, servitude, forced or compulsory labor, including recruitment of children for armed conflicts).
- ◆ Recruiting, procuring, or offering a child for prostitution, production of pornography, or pornographic performances.
- ◆ Recruiting, mediating, or offering a child for engagement in illicit activities, especially for drug extraction and trafficking.
- ◆ Work likely to be harmful to the health, safety, or morals of children based on its nature or circumstances.

According to the sources used by BAFA to identify risks, Nordic countries such as Norway, Sweden and European countries, particularly the Netherlands and Belgium, are among the most successful in protecting children from ending their childhood due to early child death, early employment or motherhood, malnutrition, etc., and are among the most reliable countries in terms of risks to children's rights.

Although Türkiye is not among the most reliable countries in terms of risks at the present time, it is seen that it has made progress in terms of risks of children's rights. It is stated that the necessary legal basis has been established and it ranks well among the other world countries.

Libya, Somalia and other African countries are considered to be inadequate and risky countries in protecting children's rights in many aspects and should be considered carefully by companies complying with the law.

RIGHTS AGAINST FORCED LABOR AND SLAVERY

Employing people in forced labor;

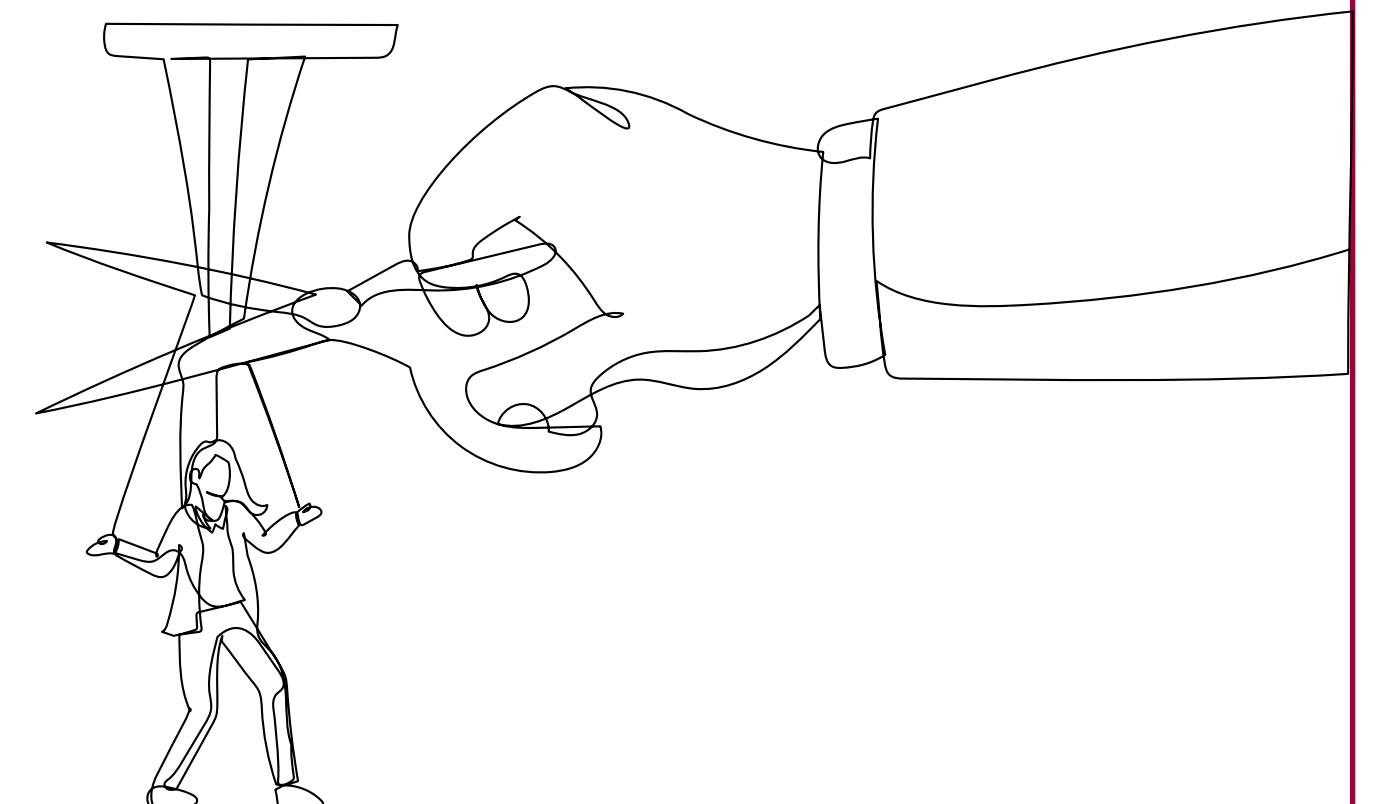
- ◆ which can be under threat of punishment and for which the person is not volunteered, such as debt bondage or human trafficking.

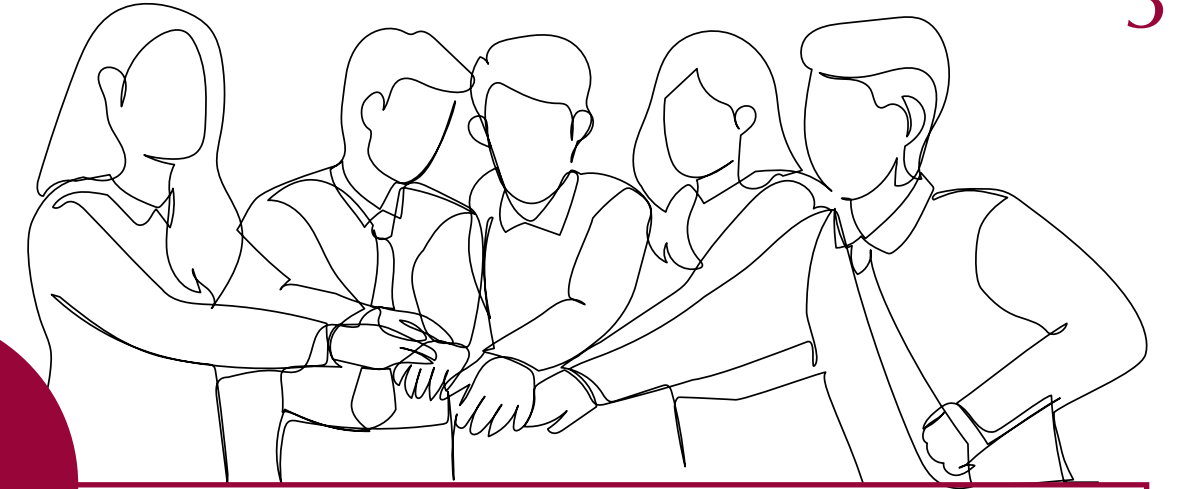
All forms of slavery or slave-like practices;

- ◆ e.g. Extreme economic or sexual exploitation and humiliation in the workplace environment.

According to the relevant source given by BAFA, Switzerland, Norway, Germany, other European countries and Japan are among the least risky countries in terms of modern slavery. North Korea, Saudi Arabia and Russia are among the countries where modern slavery is reported to exist today. It is of great importance for companies to correctly analyse and evaluate the working conditions of the companies while cooperating with the businesses in these countries.

Türkiye is considered to be one of the high-risk countries. Therefore, in order to prevent excessive exploitation and humiliation in the workplace, companies in Türkiye need to increase working standards in the workplace environment, provide necessary education to their employees about the rights, and take more efficient measures to ensure employee satisfaction.





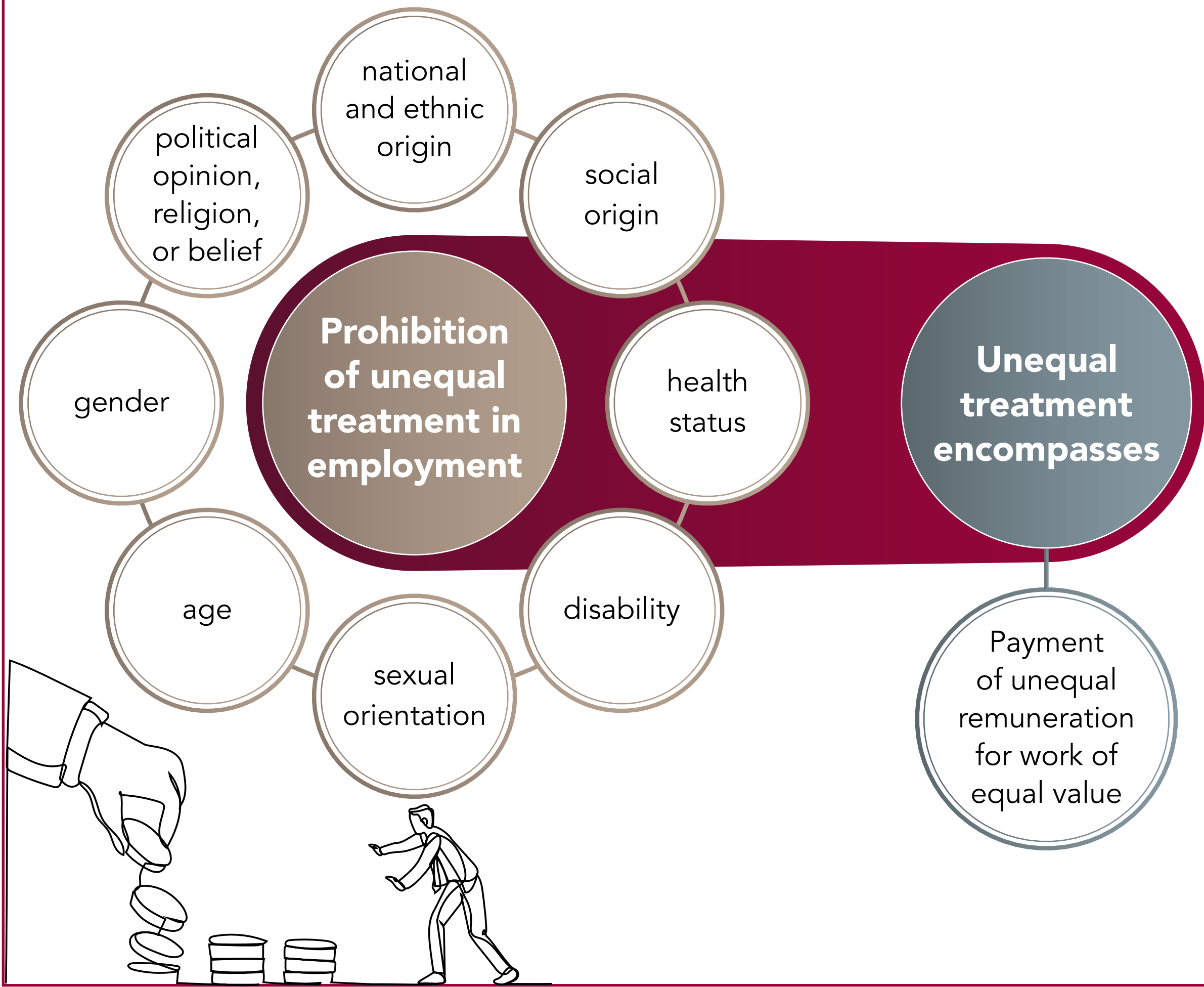
COLLECTIVE LABOR RIGHTS



The recently released 2023 International Workers' Rights Index, referenced by BAFA, sheds light on distressing global trends. Shockingly, 87% of countries violate the right to strike, with instances of criminal charges and dismissals for striking reported in countries like Canada, Togo, Iran, Cambodia, Belgium, and Spain. Free speech and assembly were restricted in 42% of nations, often accompanied by reports of police brutality against protestors. Collective bargaining faced challenges in 79% of countries, with companies resorting to negotiating with 'yellow unions,' and 77% of nations witnessed exclusion from trade unions, particularly impacting migrant workers and those in the informal economy. The report highlights impediments to union registration in 73% of countries, resulting in arrests in places such as Belarus, Myanmar, Hong Kong, Central African Republic, and Canada.

Governments and businesses alike must prioritize free speech of the workers, support negotiations, refrain from restricting strikes, and respect the right to protest. It is paramount for businesses to engage in responsible and ethical practices, actively contributing to a fair and equitable future for workers globally.

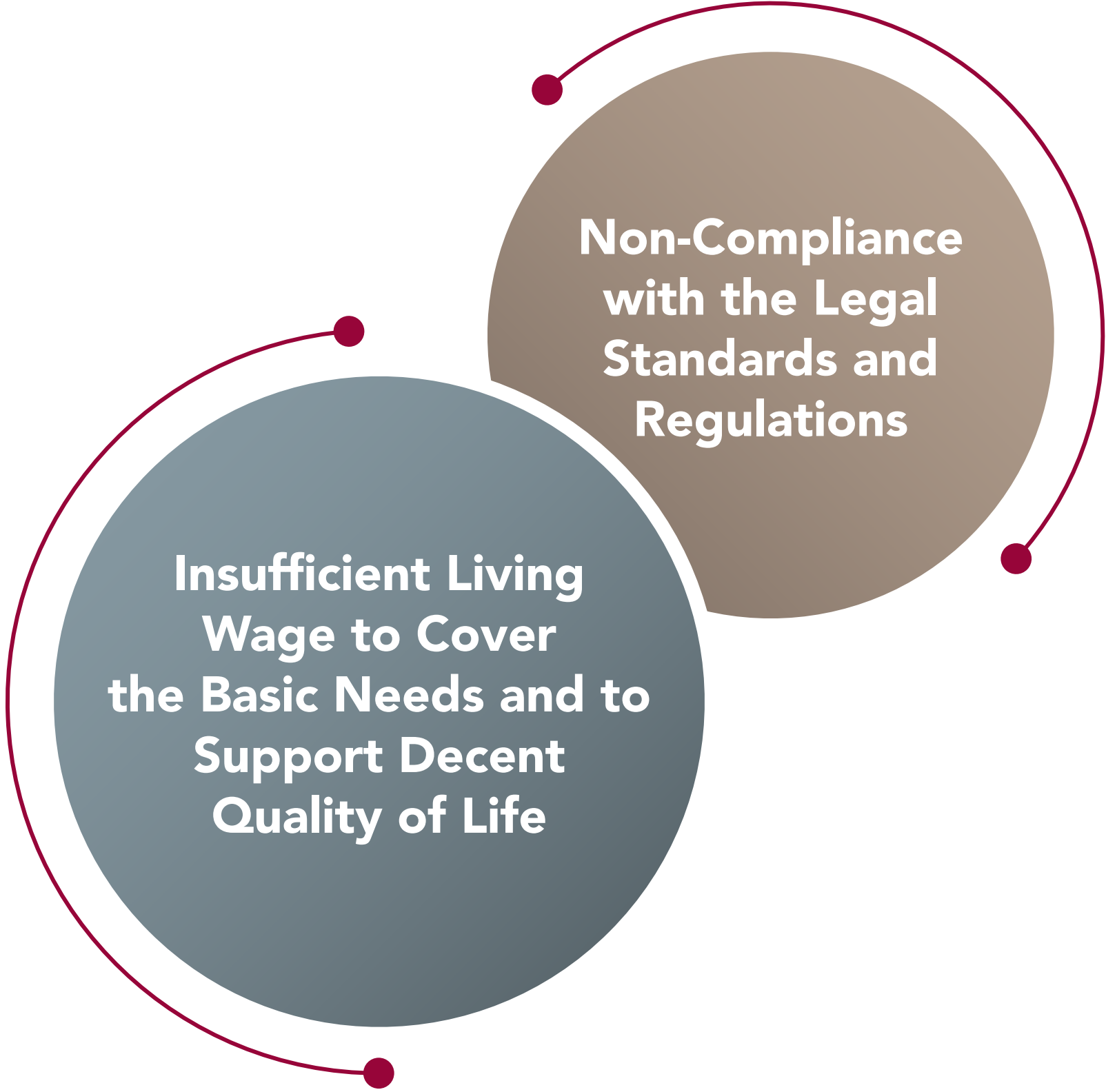
EQUAL TREATMENT



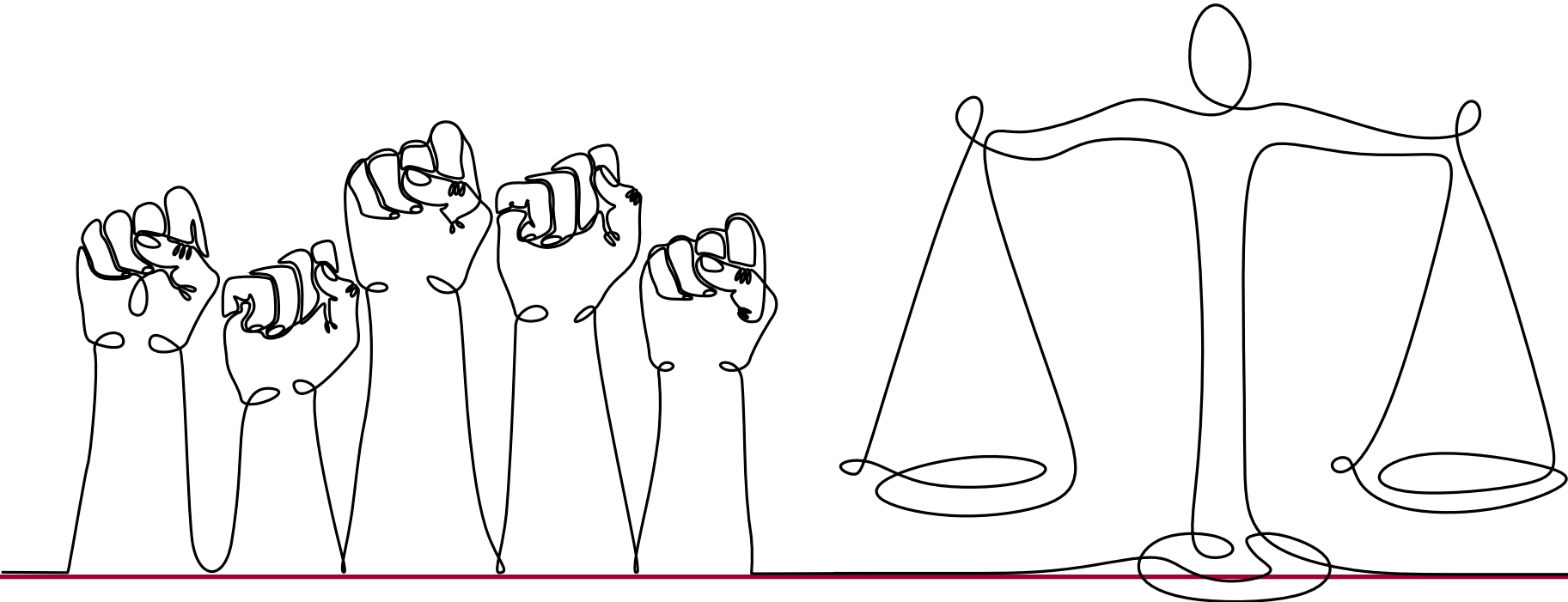
For companies, equal treatment risk analysis is essential to ensure ethical practices, promote diversity and mitigate potential legal and reputational consequences. Prohibiting unequal treatment in employment, which includes factors such as national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, is critical to maintaining a fair and inclusive workplace. Unequal treatment, particularly in the form of pay inequalities for work of equal value, poses a significant risk. It not only leads to dissatisfaction among employees, but also exposes companies to the risk of discrimination lawsuits and regulatory penalties.

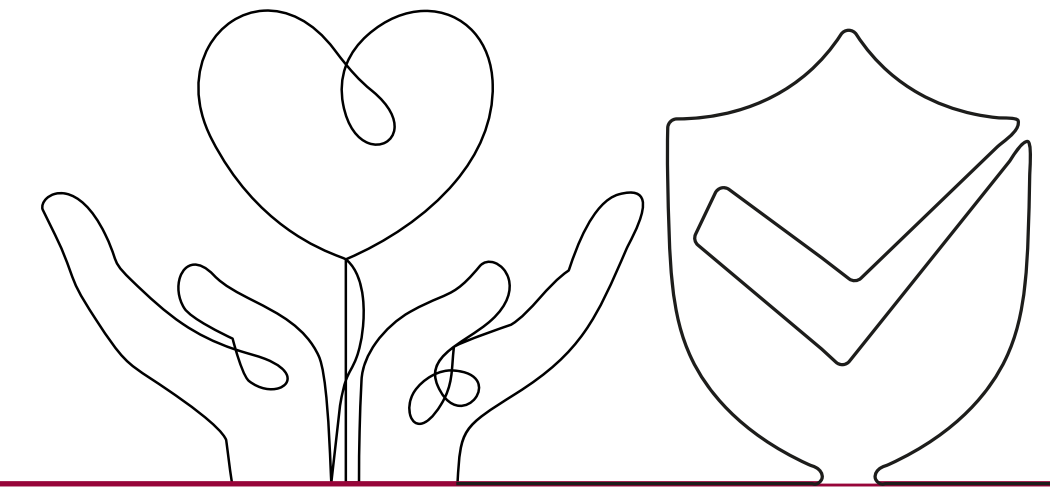
The report delves into evolving gender gaps in the labor market, showcasing issues in women's workforce representation, leadership positions, and underrepresentation in STEM occupations. Furthermore, the report emphasizes the need for comprehensive Diversity, Equity, and Inclusion (DEI) programs to address gender disparities in both private and public sectors.

APPROPRIATE WAGE

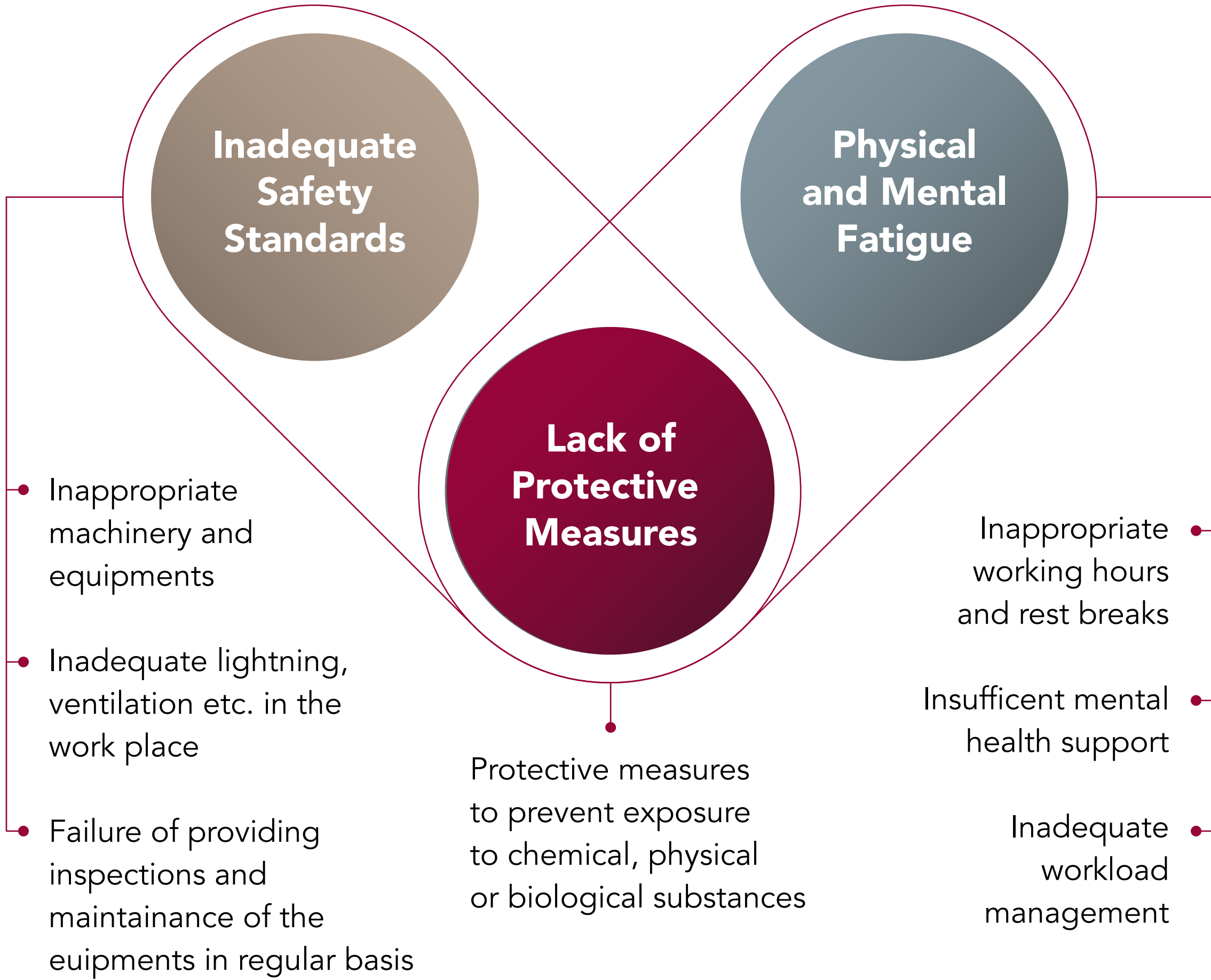


Non-compliance with legal standards and regulations exposes companies to reputational and legal risks, emphasizing the need for regular audits and transparent communication. Simultaneously, providing insufficient living wages poses a moral imperative and strategic challenge. Businesses should proactively benchmark their wage structures against living wage standards, engaging in dialogue with stakeholders to ensure that employees receive compensation covering basic needs and supporting a decent quality of life. This approach not only mitigates risks but also positions the company as a socially conscious leader committed to fair labor practices and the well-being of its workforce.





HEALTH AND SAFETY



When conducting risk analyses, the companies should evaluate the target company's adherence to local and international health and safety regulations and assess their track record in compliance with industry-specific standards and guidelines, which have been introduced by the BAFA risk database.

Companies should assess the effectiveness of their protective measures against chemical, physical, and biological exposures, and delve into the conditions of their workplaces, ensuring they align with optimal safety standards. Moreover, investigating the management of employee well-being, including factors such as working hours, rest breaks, and workload management should be one of the priorities of companies. A comprehensive review of incident reporting mechanisms, supplier and contractor management practices, and continuous improvement initiatives will provide a holistic view of their health and safety culture. Transparency in public reporting further solidifies a company's dedication to ESG principles. By prioritizing these considerations, organisations can foster a secure and sustainable ecosystem, mitigating risks and contributing to a resilient and responsible business landscape.



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