

 ALPHA PLUS LIGATIO METALLICA	CHILD LABOUR POLICY	Doküman No	PLT002
		İlk Yayın Tarihi	27.07.2025
		Gözden Geçirme Tarihi	05.01.2026
		Revizyon Tarihi	
		Revizyon No	
		Sayfa No	1/3

Scope: Alloy Production, Sales and Export of Precious and Base Metals

1. Policy Statement

Alfa Metal Alışım San. ve Tic. Ltd. Şti. adopts a zero-tolerance approach to child labour and commits to preventing child labour across its activities, including the supply chain.

This policy is aligned with ILO Convention No. 138 (Minimum Age) and ILO Convention No. 182 (Worst Forms of Child Labour), the UN Convention on the Rights of the Child, Turkish Labour Law No. 4857 and related national legislation, and the Responsible Jewellery Council (RJC) Code of Practices (COP) requirements.

2. Scope and Applicability

This policy applies to all Alpha Plus employees, interns, contractors, subcontractors, suppliers, service providers and business partners.

3. Definitions

- Child Labour: Any work performed by a person below the legal minimum working age.
- Minimum Working Age: 15 years or the age of completion of compulsory education, whichever is higher (without prejudice to national legal provisions).
- Young Workers: Persons aged 15–17 and, where legally permitted, 18-year-olds; subject to strict protection measures.

4. Prohibition of Child Labour

Child labour is strictly prohibited in all operations and supply chain activities.

5. Conditions for Young Workers and Internships (15–17)

- Persons aged 15–17 may work only as student interns who are attending school, within the duration and conditions permitted by law.
- Employment of out-of-school individuals in this age group is strictly prohibited.

6. Employment Conditions for Persons Under 19

- Internship: Out-of-school individuals under 19 are not accepted as interns.
- Employment at Age 18: Individuals aged 18 may be employed only where permitted by applicable legislation and provided they document high school graduation.

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7. Protection of Young Workers

Young workers must not be employed in hazardous work, night work, overtime practices or tasks that jeopardize health and safety. This includes precious metal melting, operating heavy machinery and working with toxic/harmful chemicals. Working conditions for young workers are reviewed periodically and documented.

8. Age Verification

Official identification is mandatory prior to employment or internship and is retained in personnel records.

9. Supply Chain

Suppliers must fully comply with this policy, meet minimum age requirements in hiring/employment practices and cooperate with audit processes. Where non-compliance is identified, a corrective action plan is required; in severe or unremedied cases, the business relationship may be terminated.

10. Audit and Monitoring

Compliance is monitored through internal audits, supplier evaluations and, where necessary, third-party audits.

11. Remedy and Improvement

If child labour is identified, child-centred remedy and improvement plans are implemented based on the best interests of the child, supporting access to education and ensuring safe withdrawal. The process is conducted in cooperation with relevant stakeholders.

12. Training and Awareness

Regular training is provided for employees and suppliers on preventing child labour and protecting young workers.

13. Grievance Mechanism

Reports can be made confidentially via <https://www.alphaplus.com.tr/iletisim.aspx> or compliance@alphaplus.com.tr. Retaliation in relation to reports is strictly prohibited.

14. Responsibilities

Top Management, the Compliance Committee and relevant departments are responsible for implementing this policy.

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15. Continuous Improvement

The policy, risks and implementation outcomes are regularly reviewed and updated as necessary.

16. Policy Review

This policy is reviewed at least once a year or upon changes in legislation/standards.

Commitment

Alpha Plus commits to ethical practices and the elimination of child labour.

APPROVED BY THE GENERAL MANAGER AND THE BOARD OF DIRECTORS.

Alfa Metal Alaşım San. ve Tic. Ltd. Şti.



ALFA METAL ALAŞIM
San. ve Tic. Ltd. Şti.
Yenibosna Merkez Mah. Kuyumcular Sok.
No:4 İstanbul Vizyon Park Merkez Plaza
C1 Blok Kat:4/0420 Bahçelievler/İST.
Yenibosna V.D. 051 021 4942
Ticaret Sicil No: 619857

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