

 ALPHA PLUS LIGATIO METALLICA	HUMAN RIGHTS POLICY	Doküman No	PLT006
		İlk Yayın Tarihi	27.07.2025
		Gözden Geçirme Tarihi	05.01.2026
		Revizyon Tarihi	
		Revizyon No	
		Sayfa No	1/5

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

1. Introduction

Alpha Plus commits to respect, protect and promote internationally recognized human rights across all operations and business relationships.

This Human Rights Policy sets out Alpha Plus's approach to responsible business conduct and reflects our responsibility to prevent, mitigate and remediate adverse human rights impacts.

This policy is aligned with:

- Responsible Jewellery Council (RJC) Code of Practices (COP) 2024
- UN Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Core Conventions
- Universal Declaration of Human Rights (UDHR)
- OECD Due Diligence Guidance for Responsible Business Conduct

2. Scope of the Policy

This policy applies to all activities related to the production, sale and export of alloys made from precious and base metals, and covers:

- All employees (permanent, temporary, part-time and contracted)
- Management and supervisors
- Contractors, suppliers and service providers
- Business partners and customers
- Local communities affected by operations
- The entire supply chain (upstream and downstream)

3. Zero Tolerance for Human Rights Abuses

Alpha Plus applies a strict zero-tolerance approach to severe human rights abuses, including but not limited to:

- Forced, bonded or compulsory labour
- Human trafficking and modern slavery
- Child labour
- Harassment, abuse or inhumane treatment
- Retaliation against whistleblowers

Any verified breach will result in immediate corrective action, including termination of employment and/or business relationships and provision of remedy for affected individuals where appropriate.

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		Revizyon No	
		Sayfa No	2/5

4. Core Human Rights Commitments

4.1 Prohibition of Child Labour

Alpha Plus strictly prohibits child labour in any form and adheres to:

- ILO Convention No. 138 (Minimum Age)
- ILO Convention No. 182 (Worst Forms of Child Labour)

No one below the legal minimum working age may be employed.

4.2 Forced Labour – Zero Tolerance

Alpha Plus strictly prohibits:

- Forced or compulsory labour
- Debt bondage
- Confiscation of identity documents
- Restriction of freedom of movement
- Withholding of wages

All employment must be voluntary and employees are free to leave employment in accordance with applicable laws.

4.3 Non-Discrimination and Equal Opportunity

Alpha Plus ensures equal treatment and non-discrimination on the basis of:

- Gender, age, race, ethnicity, nationality, religion, disability, sexual orientation, marital status, political opinion, or any other status protected by law.

Employment decisions are based solely on qualifications, experience and performance.

4.4 Freedom of Association and Collective Bargaining

Alpha Plus respects employees' rights to:

- Freedom of association
- Join or not join trade unions
- Collective bargaining

These rights are exercised without fear of retaliation, intimidation or discrimination.

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		Revizyon Tarihi	
		Revizyon No	
		Sayfa No	3/5

4.5 Fair Wages and Working Hours

Alpha Plus commits to:

- Pay wages at or above the legal minimum
- Comply with working time regulations
- Provide overtime compensation
- Provide legally required leave and rest days
- Issue written employment contracts

4.6 Occupational Health and Safety

Alpha Plus provides a safe and healthy workplace through:

- Implementation of occupational health and safety management systems
- Regular risk assessments
- Training and provision of Personal Protective Equipment (PPE)
- Prevention of workplace injuries and occupational illnesses

5. Human Rights Due Diligence

Alpha Plus implements a risk-based human rights due diligence process consistent with OECD and RJC requirements.

5.1 Risk Identification

- Assessment of actual and potential human rights risks
- Consideration of vulnerable groups and high-risk supply chains

5.2 Prevention and Mitigation

- Supplier screening and contractual requirements
- Corrective action plans where risks are identified
- Supplier engagement and capacity building

5.3 Monitoring and Review

- Periodic internal reviews
- Supplier assessments and audits where appropriate

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		Revizyon No	
		Sayfa No	4/5

6. Grievance Mechanism and Remedy

Alpha Plus maintains an accessible, confidential and effective grievance mechanism for employees and external stakeholders.

Reporting Channel: <https://www.alphaplus.com.tr/iletisim.aspx>

E-mail: compliance@alphaplus.com.tr

Principles:

- Anonymous reporting is permitted
- Protection against retaliation is ensured
- Timely and impartial investigations are conducted
- Outcomes and corrective actions are documented

Where adverse impacts are identified, Alpha Plus commits to provide remedy or to cooperate in remedy processes.

7. Training and Awareness

Alpha Plus provides:

- Regular human rights training for employees
- Specialized training for management
- Communication of expectations to suppliers

Training records are retained.

8. Governance and Accountability

Senior management is responsible for:

- Oversight of policy implementation
- Assignment of responsibilities
- Monitoring compliance and performance

Non-compliance may result in disciplinary measures and/or termination of business relationships.

9. Transparency and Communication

This policy is:

- Publicly available
- Communicated internally
- Shared with suppliers and business partners
- Integrated into contracts and procedures

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		Sayfa No	5/5

10. Continuous Improvement

This policy is reviewed at least annually and updated in line with:

- Revisions to the RJC Code of Practices
- Legislative changes
- Stakeholder feedback

11. Conclusion

Alpha Plus recognizes that respect for human rights is fundamental to responsible production and sustainable business. Through this policy, Alpha Plus commits to ethical conduct, transparency and continuous improvement in alignment with the RJC Code of Practices 2024.

APPROVED BY THE GENERAL MANAGER AND THE BOARD OF DIRECTORS.

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