

### Commitment to the International Labour Organization (ILO) principles

At A.Gul KG, we are committed to upholding the principles and standards set forth by the International Labour Organization (ILO) through its core conventions. These conventions outline fundamental principles and rights at work that are universally recognized and essential for the dignity, well-being, and empowerment of workers worldwide.

In line with the eight ILO core conventions, A.Gul KG reaffirms its commitment to the following principles:

- 1. Freedom of Association and the Right to Collective Bargaining (ILO Convention No. 87 and No. 98):** We recognize and respect the rights of workers to freely associate, form trade unions, and engage in collective bargaining with employers. We support the establishment of independent and representative workers' organizations and strive to create an environment where workers can exercise their rights without fear of intimidation or retaliation.
- 2. Elimination of Forced Labour (ILO Convention No. 29 and No. 105):** A.Gul KG condemns all forms of forced or compulsory labor, including slavery, bonded labor, and human trafficking. We prohibit the use of forced labor in any form within our operations and supply chains, and we are committed to taking proactive measures to identify and address any instances of forced labor.
- 3. Abolition of Child Labour (ILO Convention No. 138 and No. 182):** We oppose the exploitation of children in the workforce and are dedicated to preventing and eliminating child labor in all its forms. A.Gul KG does not employ minors under the legal working age, and we work collaboratively with our suppliers and partners to ensure that child labor is not used in the production of our goods or services.
- 4. Elimination of Discrimination in Employment and Occupation (ILO Convention No. 100 and No. 111):** We are committed to promoting diversity, equality, and inclusion in the workplace. A.Gul KG prohibits discrimination based on race, gender, ethnicity, religion, disability, age, sexual orientation, or any other characteristic protected by law. We provide equal opportunities for employment and advancement, and we foster a work environment that is free from prejudice and bias.
- 5. Equal Remuneration for Work of Equal Value (ILO Convention No. 100):** A.Gul KG ensures that all employees receive fair and equitable compensation for their work, regardless of gender or any other factor unrelated to job performance. We adhere to the principle of equal pay for equal work and conduct regular reviews to identify and address any disparities in compensation based on gender or other protected characteristics.

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Es gelten ausschließlich unsere **Geschäftsbedingungen**, die Sie unter [www.gul.de/de/agb](http://www.gul.de/de/agb) finden und welche wir Ihnen auf Wunsch gerne zusenden.

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6. **Occupational Health and Safety (ILO Convention No. 155 and No. 187):** The health and safety of our employees are paramount. A.Gul KG is committed to providing a safe and healthy work environment, free from hazards and risks that may cause injury, illness, or harm. We comply with all relevant health and safety regulations, provide appropriate training and resources, and continuously strive to improve our occupational health and safety practices.
7. **Social Protection (ILO Convention No. 102):** We recognize the importance of social protection systems in safeguarding the well-being and livelihoods of workers and their families. A.Gul KG supports the implementation of social security measures, including access to healthcare, maternity and paternity benefits, unemployment insurance, and pension schemes, to ensure the social and economic security of our employees.
8. **Employment and Occupation (ILO Convention No. 122 and No. 159):** A.Gul KG is committed to promoting decent work and quality employment opportunities for all. We strive to create stable, secure, and fulfilling jobs that provide fair wages, benefits, and opportunities for career advancement. We respect the rights of workers to engage in gainful employment and meaningful work that contributes to their well-being and prosperity.

As part of our commitment to upholding the principles of the ILO core conventions, A.Gul KG will regularly review and update our policies, practices, and procedures to ensure compliance with international labor standards and promote a culture of respect, fairness, and dignity in the workplace. We invite our stakeholders, including employees, suppliers, customers, and communities, to join us in advancing the principles of social justice, human rights, and sustainable development.

