

Conduct Principles

At Invenoa, we have set high standards for the way we conduct business – in areas from corporate and social responsibility to sound business ethics, including compliance with all applicable laws and regulations.

Forced or Involuntary Labor

Invenoa does not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary.

Child Labor

Invenoa will not use child labor. The term “child” refers to any person employed under the age of sixteen. As nature of our business, we do not use any worker under age of eighteen.

Wages and Benefits

Invenoa will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours

Invenoa will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent.

Nondiscrimination

Invenoa will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

Invenoa will treat all employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

Freedom of Association

Invenoa shall respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. Nevertheless, Invenoa maintains to establish favorable employment conditions and effective employee communication programs as a means of promoting positive employee relations.

Health and Safety

Invenoa will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, Invenoa implements effective management systems and programs to meet these requirements.

Protection of the Environment

Invenoa operates in a manner that is protective of the environment and complies with all applicable environmental laws, regulations and standards.

Invenoa is committed to a sustainable future and to improving the social, economic and environmental well being of the community. We acknowledge that consistently monitoring, measuring and reducing our negative impact on the environment will contribute to local, national and global communities. Therefore, in an effort to protect natural resources, restore environmental quality, and protect the health and welfare of our community, Invenoa will define, deploy and sustain Environmental Management System (EMS) that will follow Plan-Do-Check-Act Management System Framework.

Plan: Planning, including identifying environmental aspects and establishing goals

Do: Implementing, including training and operational controls

Check: Checking, including monitoring and corrective action

Act: Reviewing, including progress reviews and acting to make needed changes to the EMS. Consistently implement, monitor, evaluate, and improve our process.

Laws, Including Regulations and Other Legal Requirements

Invenoa complies with all applicable laws and regulations in all locations where we conduct business.

Ethical Dealings

Invenoa conducts business in accordance with the highest ethical standards. Invenoa strictly complies with all laws and regulations on bribery, corruption and prohibited business practices.

Communications

Invenoa provides our standards, principals and other relevant information available to employees in Turkish, English and other native language(s) of the employees and supervisors.

Monitoring/Record Keeping

Invenoa maintains documentation necessary to demonstrate compliance with our principals and standards.