

ÇALIK DENİM

DISCLOSURE TEXT ON PERSONAL DATA PROTECTION WITH REGARD TO EMPLOYEES

We would like to inform you with respect to processing of personal data processed by Çalık Denim Tekstil San. ve Tic. A.Ş. ("company"), particularly aimed at the protection of fundamental rights and freedoms of individuals according to the 10th article of law numbered 6698 on personal data protection published in the Official Gazette numbered 29677 and dated 7 April 2016 ("KVKK") titled "Disclosure obligation of data officer" and in accordance with the communiqué on the procedures and principles to be followed in the fulfillment of the disclosure obligation published in the Official Gazette dated 10 March 2018 and numbered 30356.

IDENTITY OF THE DATA OFFICER

Çalık Denim has the title of "data officer" in accordance with KVKK and related regulations regarding the personal data obtained from our employees and you can reach us through the contact information provided below.

General Headquarters Address : Fatih Caddesi Ladin Sokak No: 17 Güngören İstanbul
Telephone : 0 212 459 26 26
Fax : 0 212 642 79 92
Web Address : www.calikdenim.com
E-mail Address : kisiselveri@calikdenim.com

PROCESSED PERSONAL DATA

In the context of your relationship with Çalık Denim, the following personal data is processed;

- (i) Your credentials: name, surname, place of birth, date of birth, age, photograph, ID and ID number,
- (ii) Your Contact Information: Office Address, home address, e-mail, telephone, mobile phone, residence, address registration system records,
- (iii) Family Status information: marital status, number of children, data on spouses and relatives (identity, financial status),
- (iv) Your data on education, work and professional life: employment history, employer name, graduated school, student number, professional competencies, CV information; Your Special Data: health data, criminal convictions and safety precautions, association, foundation or trade union membership,
- (v) your bank account data: bank account data and IBAN information;
- (vi) your data which constitutes the content of the personal file: any survey, report, work, training or interview relating to performance and career development, information relating to any beneficiary rights or interests to be presented to employees and other similar information including employee data;

- (vii) Data on the security of our company facilities: entry and exit records and camera records to company buildings,
- (viii) Your data on cybersecurity: data on cybersecurity including usernames, passwords, audit tracks, IP address, Web page Access Logs and logs;
- (ix) Data on audits and inspections: records of audits and inspections, reports of audits and inspections, information on inspections for audit and inspection purposes, data that may be related to audits and inspections, and audio and video recording.

PURPOSES OF PROCESSING PERSONAL DATA

Your personal data obtained within the scope of your relationship with Çalık Denim is processed for the purposes listed below.

- 🌀 Creation and storage of personal file in the process of establishment, execution and termination of your employment contract,
- 🌀 Fulfillment of legal obligations arising from employment contract and arising from the legislation of our company,
- 🌀 Ensuring business continuity and planning and execution of business activities,
- 🌀 Planning, execution and reporting of human resources processes
- 🌀 Planning and execution of financial and social rights,
- 🌀 Benefit from the campaign and benefits offered by contracted companies and make premium payments as a result of participation in the campaign,
- 🌀 Building and managing information security infrastructure,
- 🌀 Planning and execution of access powers of employees, keeping logs for entry and exit places with access,
- 🌀 Camera recording in designated areas to ensure the safety of the company,
- 🌀 Follow-up of cases to which the company is a party, examination and execution of contracts, answering requests from judicial and administrative authorities, sending notice, issuing power of attorney on behalf of the employee if necessary,
- 🌀 Preparation of necessary documents in accordance with General Assembly and Board of Directors decisions and Turkish Commercial Code No. 6102,
- 🌀 To be able to determine working time and disability,
- 🌀 Planning of in-house and out-of-company training activities and making evaluations as a result of training,
- 🌀 Participation in events such as conference, summit, invitation, award ceremony, promotion,
- 🌀 Realization of social activities and taking photos and videos in these activities,

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- Use of company website, company intranet, brochures and documents, company social media accounts, term meetings and other events,
- Organizing domestic or international travel and accommodation, conducting visa and passport application processes,
- To make private health insurance,
- Conducting inspections and examinations in accordance with legal regulations and internal procedures,
- Financial reporting and accounting controls,
- Realization of individual pension transactions,
- Issuing the meal card in accordance with our company's meal card application,
- To be able to take occupational health and safety measures, entrance examinations by workplace physician, periodic examinations, return to work examinations and disease examinations, pregnancy follow-up and postnatal return to work examinations of pregnant employees,
- Sending congratulatory / condolence or get-well messages to employees and family relatives in the event of birth, death, marriage, severe illness and surgery,
- Consulting and support work.

TRANSFER OF PROCESSED PERSONAL DATA

Within the scope of provisions of KVKK regarding the transfer of your personal data and transfer of your personal data abroad for the purposes stated in 3rd article of the text of disclosure; your personal data may be shared with domestic public entities, official institutions and organizations, law enforcement agencies, courts and the executive directorates, third-party real persons and legal entities, service providers and authorities, business partners, banks, shareholders, our group companies and our affiliates, suppliers, and service providers that we are associated with.

METHODS AND LEGAL REASONS FOR COLLECTING PERSONAL DATA

Çalık Denim collects your personal data through internet, telephone, e-mail and physical, written, oral and electronic media from you, third parties and legal authorities during the establishment of your business relationship with our company and during the continuation of such relationship, within the framework of the provisions of Articles 5, 6 and 8 of the law specified below.

- Having express consent,
- To be clearly foreseen in the legislation including Employment Law, Occupational Health And Safety Law, Social Insurance And General Health Insurance Law, Trade Unions And Collective Bargaining Law, Insurance Law, Tax Procedure Law, Turkish Commercial Code, Electricity Market Law the company is subject to,
- Provided that it is directly related to the company or execution of a contract, the processing of personal data belonging to the parties is necessary for the contract, ability

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www.calikdenim.com

to provide the requested products and services and the fulfillment of the contracts you have concluded with our company,

- 🔗 To be required to fulfill the legal obligation,
- 🔗 Publicized by the person concerned,
- 🔗 Data processing is mandatory for the establishment, use or protection of a right,
- 🔗 Data processing is mandatory for the legitimate interests of the data responder, provided that it does not harm the fundamental rights and freedoms of the person concerned.

Your private personal data is collected, stored and processed based on the following reasons for compliance with the law:

- 🔗 Having your express consent,
- 🔗 Personal data other than health, without seeking explicit consent in cases prescribed by law, Health-related personal data, for Public Health Protection, preventive medicine, medical diagnosis, treatment and care, for the purposes of financing the planning and management of health services, or competent persons under the obligation of confidentiality by the institution, without requiring the express consent of the person concerned.

RIGHTS OF THE CONCERNED PERSON WHOSE PERSONAL DATA IS PROCESSED

In accordance with the provisions of 11th article of KVKK, you have the following rights with regards to your personal data.

- 🔗 Learning whether personal data is processed,
- 🔗 Request information if personal data has been processed,
- 🔗 Learning the purpose of processing personal data and whether they are used in accordance with their purpose,
- 🔗 To know the third parties to whom personal data is transferred at home or abroad,
- 🔗 Request that personal data be corrected if it is incomplete or improperly processed,
- 🔗 Request deletion or destruction of personal data,
- 🔗 Request that, in the event of correction, deletion or destruction of personal data, such transactions be notified to third parties to whom the personal data was transferred
- 🔗 Objecting to the emergence of an outcome against the person by analyzing the processed data exclusively through automated systems,
- 🔗 Request that the personal data be recovered if it is damaged by the processing of the data in violation of the legislation.

IF YOU WANT TO CONTACT US FOR YOUR RIGHTS AND CLAIMS

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You can send your request to our company by petition in accordance with eleventh article of the KVKK and the communiqué on the procedures and principles of application to the data officer, or by filling out the “application form for personal data” on the www.calik.com website or you can send it to our address mentioned above personally or by notarizing or by sending email through registered e-mail address (KEP): calikdenimtekstil@calikholding.hs03.kep.tr.

Personal applications to be made within this scope will be accepted following authentication by us and your requests will be finalized as soon as possible and within 30 days at the latest according to their nature. If the application is answered in writing, there will be no charge for up to 10 pages, and 1 Turkish lira may be charged for each page above 10 pages according to 7th article of the communiqué on application procedures and principles to the Data Officer. A transaction fee may be charged if the answer to the application is given in a recording medium such as CD, flash memory for the cost of the recording medium.