

GENDER EQUALITY POLICY

Under the "Positive Equality" motto and in accordance with the Women's Empowerment Principles, our Company makes the following commitments to raise awareness of gender equality among all our employees in both their social and professional lives and to make gender equality an integral part of our workplace culture;

- To implement, carry out and maintain gender equality activities through the Sustainability Committee formed with the participation of representatives of different departments within the company,
- To accept and consider gender equality as a horizontal policy area in all activities of the company,
- Not to discriminate in any way (religion, language, race, gender) in recruitment, employment, promotion, development, career processes and dismissals, to employ within the framework of job requirements and skills,
- To implement and develop the principles of "equal pay for equal work" and "equal voice" based on the principle of equality regardless of gender,
- To provide a healthy and safe working environment free from all kinds of violence, harassment and threats,
- To stay away from sexism and discrimination in the language used inside and outside the organization, to carry out training and awareness activities for employees to adopt gender-equal language,
- To raise awareness among its employees and suppliers on gender equality through trainings and other tools, and to raise awareness in this field,
- To raise awareness of our employees and their families and the public about gender equality, to raise awareness by organizing trainings and activities,
- To carry out activities on national and international platforms on gender equality and to take a leading and guiding role in the sector, to develop constructive collaborations with public institutions, civil society and related organizations,

and to comply with this policy and to ensure the sustainability of structural, systematic and behavioral changes in gender equality.

Utku AYYARKIN
CEO