

ZERO TOLERANCE POLICY FOR VIOLENCE

KARSAN recognizes that violence and harassment in the work environment is a violation of human rights that affects everyone, a threat to equal opportunities, is incompatible with decent work, and that gender-based violence and harassment, including domestic violence, disproportionately affects women and girls. Being aware that an inclusive and integrated approach addressing the root causes and risk factors, including multiple and intersecting forms of discrimination, unequal gender-based power relations and stereotypes, is essential to end all forms of violence and harassment in the work environment, it adopts the **"Zero Tolerance for Violence"** approach and undertakes to act within the framework of the issues in this policy document.

Our company undertakes;

- Based on the fact that violence and harassment in the work environment affect a person's psychological, physical and sexual health, dignity, family and social environment, to take measures to combat work-related or work-related violence and harassment that occurs in the workplace and in all work-related environments (business travels, education, events and social activities, work-related communications, commuting),
- To promote a work culture based on mutual respect and human dignity to prevent violence and harassment, and to create a healthy and violence-free working environment for employees,
- To raise awareness among employees, their families and business partners of all forms of violence and harassment in the world of work and at home, as well as of methods for prevention and protection, by organizing various training programs and awareness-raising activities,
- To take measures by identifying hazards and assessing risks related to violence and harassment with the participation of employees and their representatives, and to establish the necessary mechanisms to ensure the protection of privacy and confidentiality in occupational health and safety management, including in cases of domestic violence,
- To develop cooperation with civil society organizations and other relevant institutions and organizations in order to establish mechanisms through which employees experiencing domestic violence can receive support, and to provide the necessary information, referrals and support toward finding solutions, while maintaining confidentiality and respecting employee privacy,
- To establish effective complaint, investigation, referral, support and remedy mechanisms that ensure confidentiality and impartiality in cases of violence and harassment in the workplace,
- To take a leading and guiding role in its sector, with a gender-sensitive approach, in efforts to end violence and harassment in the world of work and at home, and to develop constructive cooperation with public institutions, civil society and relevant organizations,

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CEO