

OUR GENDER EQUALITY POLICY

Committing to acting in line with the Women's Empowerment Principles (WEPs) by its motto of “**Positive Equality at Karsan**”, to raise awareness of all of our employees on gender equality at work and social life and make gender equality a part of our work culture, our Company undertakes to:

- Execute the work on gender equality, and implement, execute and maintain the **Positive Equality Plan** through the **Positive Equality Committee** comprised of the representatives of various departments of our Company;
- Recognize and consider gender equality as a cross-cutting policy area across our Company;
- Not discriminate on any grounds (religion, language, race, gender) in the processes of recruitment, employment, promotion, development, career and lay-offs, and employ in the framework of job requirements and skills;
- Apply and promote the principles of “equal pay for work of equal value” and “equal voice” on the basis of equality without gender discrimination;
- Create and maintain a safe and healthy work environment free of any forms of violence, harassment or threat;
- Avoid any form of sexist or discriminatory language in internal and external communications, engage in training and awareness-raising for employees to adopt egalitarian language;
- Raise awareness of employees and suppliers on gender equality through training and other means;
- Raise awareness of families through employees and the general public on gender equality through training and other activities;
- Engage in activities on gender equality at national and international platforms, take a leading/guiding role in its sector, and develop constructive cooperation with public institutions, civil society and relevant organizations;
- Comply with this policy, and make structural, systematic and behavioral changes for gender equality and ensure sustainability thereof.

Okan BAŞ
CEO