

## OUR ZERO TOLERANCE FOR VIOLENCE POLICY

KARSAN recognizes that violence and harassment at work is a human rights violation, a threat to equal opportunities, not compatible with decent work, and that gender-based violence and harassment including domestic violence disproportionately affect women and girls.

Aware that an inclusive and integrated approach that addresses root causes and risk factors including forms of multiple and intersecting forms of discrimination, unequal gender-based power relations and stereotypes is essential to eliminate all forms of violence and harassment at work, KARSAN adopts "**Zero Tolerance for Violence**" and commits to act in line with the principles laid down in this policy document.

Our Company undertakes to:

- Take measures to combat violence and harassment violence and harassment in the world of work occurring in the course of, linked with or arising out of work at workplaces and all work-related environment (including during work-related trips, travel, training, events or social activities, work-related communications, commuting to and from work), cognizant of the fact that violence and harassment at work violence and harassment in the world of work affects a person's psychological, physical and sexual health, dignity, and family and social environment;
- Promote a culture of work based on mutual respect and human dignity to prevent violence and harassment, and create a healthy working environment free of violence for employees;
- Raise awareness of employees, families and business partners through various training and activities on all forms of violence at work and home, and prevention and protection methods;
- With the participation of employees and representatives, identify dangers, assess risks and take measures against violence and harassment, build necessary mechanisms to protect privacy and confidentiality including domestic violence in the management of occupational safety and health;
- Develop collaboration with civil society and other relevant organizations to build mechanisms that will support employees who are victims of domestic violence, and provide necessary information, guidance and support for resolution, with due consideration of employee privacy on the basis of confidentiality;
- Establish well-functioning mechanisms of complaint, investigation, referral, support and compensation with due consideration of privacy and impartiality in cases of violence and harassment at work;
- Take a leading/guiding role in its sector by a gender-responsive approach to eliminate all forms of violence at work and home, and develop constructive cooperation with public institutions, civil society and relevant organizations.

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CEO