



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Our business attaches great importance to gender equality and women's rights. This policy aims to eliminate gender discrimination and inequality and to maximize the well-being and potential of all our employees. We are committed to strengthening gender equality and women's rights by adopting the following principles:

COMMITMENT TO GENDER EQUALITY:

We are committed to providing the same health, safety and welfare conditions to all our employees, regardless of their gender.

SUPPORTING FEMALE WORKFORCE:

We encourage women's participation in the workforce and provide equal opportunities in all our departments.

EQUAL PAY POLICY:

We work in accordance with the principle of "equal pay for equal work" and determine wages without any gender discrimination.

EQUAL DISTRIBUTION OF TASKS:

We act in accordance with the principle of equality when distributing tasks and responsibilities.

CAREER OPPORTUNITIES:

We create the necessary environment to ensure that all our employees benefit from career opportunities equally.

EDUCATION AND AWARENESS:

We develop and support educational policies to encourage women's participation and raise awareness.

SUPPORT IN MANAGEMENT :

We encourage our employees to take part in company management regardless of gender and offer equal opportunities.

COMMITMENT TO NON-EXPLOITATION AND NON-DISCRIMINATION:

people to be subjected to any form of abuse, harassment, discrimination or pressure, regardless of demographic characteristics such as gender, race, age, language, religion, and we take the necessary measures to prevent and address such situations. We always appreciate and support the value our employees add to our company.

This policy is considered an expression of our commitment to gender equality and women's rights, and all employees are expected to respect these principles and support our practices. We also continually promote gender equality by updating and implementing this policy as necessary.

