



### **WOMEN'S RIGHTS AND GENDER EQUALITY POLICY**

We attach importance to gender equality in our business.

- We ensure the health, safety and welfare of all our employees, regardless of gender.
- We support women's participation in the workforce in all our departments and provide equal opportunities.
- We act with the policy of "equal pay for equal work" without discrimination of gender.
- We distribute tasks by taking into account the principle of equality.
- We provide the necessary environment to benefit from career opportunities equally.
- We create education policies and support women's participation and awareness raising.
- We create work environments and practices that maintain work-family life balance.
- We support women to be in company management and provide equal opportunities.
- Women should not be subjected to any form of abuse, harassment, discrimination, oppression, coercion, slander, etc. We do not allow it to be exposed to such situations. We are always aware of the value they add to the world and our organization and support their existence.