



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

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We are aware that human rights inherently encompass equality between women and men, as well as the principle of equal pay for equal work. We act in accordance with policies that support women's right to work, the right to equal education, and the right to social security. Women's rights represent equality and freedom. The most fundamental right of a woman is to be free and to have equal rights with men. Every woman has the right to express her ideas and thoughts freely.

We are always aware that these rights are fundamental to every female employee in our organization, and we support their existence.

- Women are the primary protectors of their own rights. To achieve this, they must be aware of their rights. Accordingly, we create education policies, support women's participation, and increase awareness.
- Women and men have equal rights. Our organization is conscious of its responsibility to implement this equality and supports women's participation in the workforce across all departments.
- We do not allow any barriers to women's opportunities, resources, and services within our company.
- We ensure task distribution is carried out in accordance with the principle of equality.
- We create work environments and practices that maintain the balance between work and family life.
- Necessary support and opportunities are provided for women to be part of the company's management.
- We do not tolerate any form of exploitation, harassment, discrimination, coercion, or defamation against women.
- We are always aware of the need to stand by women to protect their rights and prevent violence against women. Our company integrates this awareness into all its plans to ideally implement gender equality.