

WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We place emphasis on gender equality in our enterprise.

- We ensure the health, safety and welfare of all our employees regardless of gender.
- We support the participation of women to labor in all our departments and we provide equal opportunities. • We act, based on “equal wage for equal work” policy, without gender discrimination.
- We distribute tasks by observing the principle of equality.
- We provide the necessary environment to benefit from career opportunities equally.
- We create training policies and provide support to increase the participation of women and awareness.
- We create the working environment and practices maintaining the balance of work-family life.
- We support women to be in the company’s management and we provide equal opportunities.
- We never tolerate the following actions against women: abuse, harassment, exploitation, discrimination, pressure, slander, etc. We are aware of the value they contribute to the world and our organization and we support them.