
GLOBAL DIVERSITY, EQUALITY AND INCLUSION POLICY



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INTRODUCTION

We know the importance of a consistent, effective and transparent communication model to achieve global success in line with our organizational goals. For this reason, we have created a comprehensive Global Diversity, Equality and Inclusion Policy to communicate with all our stakeholders in an open, transparent and reliable manner. With this policy, we are committed to providing equal opportunities by selecting our candidates in recruitment processes according to their professional abilities and qualifications.

1. PURPOSE

With this policy, we determine the approach and principles regarding the principles of Diversity, Equality and Inclusion within the scope of our Company's sustainability goals.

2. SCOPE

This policy covers stakeholders in all countries where our company operates.

3. MAIN PRINCIPLES

- In recruitment processes, we ensure equal opportunity by selecting candidates based solely on their professional skills and qualifications, regardless of age, gender, race, color, language, religion, philosophical and political views, ethnic origin, economic status, health status, disability, appearance, lifestyle and clothing style, sexual orientation.
- We recognize and respect differences as richness and act fairly, equitably and inclusively towards all stakeholders.
- We respect human rights, contribute to the development of an inclusive culture, provide equal opportunities, support gender equality and do not tolerate discrimination, harassment and violence.
- For our company, "DEI" is recognised as one of the main sustainability priorities.
- In all our Human Resources practices, from talent management to training and development, we observe equal opportunity through measurement and evaluation practices based on competence and talent.

- We take into account the opinions and suggestions of all our employees and support a participatory culture by creating platforms where they can voice them.
- We invest in education and development and establish collaborations to train qualified human resources.
- We equip our people to manage diversity and inclusion.
- In all communication processes, we oppose the use of sexist, racist, discriminatory language and behavior that reinforces stereotypes.
- We encourage open, fair and constructive forms of communication and adopt an egalitarian communication policy.
- In all our relations with business partners and stakeholders, we attach importance to collaborating with organizations that value equality and diversity.

4. COMMITMENTS

Our Company commits to:

- create a culture in our company where no one's race, color, gender, age, nationality, religion, marital status or disability status makes a difference; where everyone is treated equally and can contribute in every aspect
- respect the human dignity and rights of everyone
- create environments where all employees can fully express their authentic selves at work and feel safe doing so.
- ensure that in all Human Resources processes, including recruitment, performance measurement and evaluation, career planning, rewarding and promotion, training and development programs and dismissal, no discriminatory attitude or behavior based on race, color, language, gender, sexual orientation, marital status, age, religion, philosophical or political view, physical qualifications and similar visible or invisible reasons will not be displayed and equal opportunities will be provided to everyone,
- adopt the principle of "Equal Pay for Equal Work" and implement a position-based compensation policy regardless of gender.
- provide our employees with healthy, peaceful and safe working environments free from all kinds of mobbing, violence, harassment, pressure and threats
- develop collaborations with civil society organizations and international organizations working on gender equality

Our Corporate Governance Policies are one of the cornerstones of our strategy and an integral part of our business culture.

