



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

We prioritize gender equality in our company.

- We ensure the health, safety, and well-being of all our employees, regardless of gender.
- We support women's participation in the workforce in all our departments and offer equal opportunities.
- We operate with a policy of "equal pay for equal work" without gender discrimination.
- We distribute tasks with the principle of equality in mind.
- We provide the necessary environment for equal access to career opportunities.
- We develop training policies and support women's participation and awareness-raising.
- We create a work environment and practices that maintain a work-family balance.
- We support women in company management and offer equal opportunities.
- We never allow women to be subjected to abuse, harassment, discrimination, oppression, coercion, slander, or other forms of exploitation. We are always aware of the value they add to the world and our organization and support their existence.