

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

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In our company, we are aware that human rights encompass all individuals, regardless of gender, and include equal pay for equal work. We operate with a policy that includes women's right to work, equal education, and social security. Women's rights represent equality and freedom. A woman's most fundamental right is to be free and to have equal rights with men. Every woman has the right to freely express her ideas and thoughts. We are always aware that these rights are fundamental rights for every female employee and we support their presence in our organization.

- Women are the most important protectors of their own rights. Therefore, they need to know what their rights are. Accordingly, we create educational policies and support women's participation and increased awareness.

- Women and men have equal rights. Our organization is aware of its responsibility to ensure that this equality is put into practice and supports women's participation in the workforce in all departments.

- We do not allow any obstacles to prevent women from using and accessing opportunities, resources, and services within our company.

- We distribute tasks while observing the principle of equality.

- We create work environments and practices that protect work-life balance.

- We provide the necessary support and opportunities for women to participate in company management.

- We do not tolerate any form of abuse, harassment, discrimination, coercion, defamation, etc., against women. We are aware of the need to always stand by women in protecting their rights and preventing violence against women. Our company acts with this awareness in all its plans to achieve gender equality as an ideal.