

Equality Policy

1. Purpose

The purpose of this policy is to define the fundamental principles for ensuring equal opportunities for all employees, preventing discrimination, and establishing a respectful working environment within our company. Our company is committed to adopting a fair, inclusive, and equal approach in all human resources practices.

2. Scope

This policy covers:

- All employees of the company,
- Managers,
- Job applicants,
- All business partners and stakeholders acting on behalf of the company.

Our company aims to create a working environment in which all employees have equal rights and opportunities.

3. Core Principles

Non-Discrimination

The company does not tolerate discrimination based on race, gender, age, religion, language, nationality, disability, marital status, or any similar grounds in recruitment, career development, training, compensation, and all other HR processes.

Equal Opportunities

All employees are provided equal opportunities for development and career advancement based on their competencies, performance, and potential.

Respect and Inclusion

The company is committed to creating a safe, inclusive, and respectful working environment that values diversity.

Fair Human Resources Practices

Recruitment, performance evaluation, career management, and compensation processes are conducted based on objective, transparent, and measurable criteria.

Prevention of Harassment and Mobbing

Any form of physical, psychological, or verbal harassment, as well as mobbing and mistreatment, is strictly prohibited.

4. Responsibilities

- Senior management supports the integration of the principle of equality into the corporate culture.
 - Managers ensure fair and equal practices within their areas of responsibility.
 - The Human Resources department oversees the implementation of equality principles in all HR processes.
 - All employees are responsible for treating each other with respect and acting in accordance with the principle of equality.
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5. Enforcement

This policy enters into force upon approval by the Board of Directors and is binding for all employees. The policy is reviewed periodically and updated when necessary.