



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

In our establishment, we place great importance on gender equality.

We are committed to:

- Ensuring the health, safety, and well-being of all our employees, regardless of gender,
- Supporting women's participation in the workforce across all departments and offering equal opportunities,
- Applying the "equal pay for equal work" principle without gender discrimination,
- Distributing duties based on the principle of equality,
- Providing an environment where everyone can benefit equally from career opportunities,
- Creating training policies that support women's participation and raise awareness on gender issues,
- Promoting a work environment and practices that support a healthy work-life balance,
- Encouraging and supporting the presence of women in company management by offering equal opportunities,
- Not tolerating any form of exploitation, harassment, discrimination, oppression, coercion, or defamation against women. We always recognize the value women bring to our institution and to the world and actively support their presence.