



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

Our business places great importance on gender equality and women's rights. This policy aims to eliminate gender discrimination and inequality, and to maximize the well-being and potential of all our employees. By adopting the following principles, we are committed to strengthening gender equality and women's rights:

GENDER EQUALITY COMMITMENT:

We are committed to providing all our employees, regardless of gender, with the same health, safety, and well-being conditions.

SUPPORTING WOMEN'S WORKFORCE:

We encourage the participation of women in the workforce across all departments and provide equal opportunities.

EQUAL PAY POLICY:

In line with the principle of "equal pay for equal work," we determine wages without any gender discrimination.

EQUAL TASK DISTRIBUTION:

We act in accordance with the principle of equality when distributing tasks and responsibilities.

CAREER OPPORTUNITIES:

We create the necessary environment to ensure that all our employees have equal access to career opportunities.

TRAINING AND AWARENESS:

We develop and support training policies aimed at encouraging women's participation and raising awareness.

WORK-LIFE BALANCE:

We provide a suitable work environment and practices to help our employees maintain a healthy work-life balance.

SUPPORT FOR WOMEN IN MANAGEMENT:

We encourage women to take part in company management and provide equal opportunities.

COMMITMENT AGAINST ABUSE AND DISCRIMINATION:

We do not allow any form of abuse, harassment, discrimination, or pressure against our female employees, and we take the necessary measures to prevent and address such situations. We always appreciate and support the value our employees bring to our company.

This policy is considered an expression of our commitments to gender equality and women's rights, and all our employees are expected to respect these principles and support our practices. Additionally, we will continuously promote gender equality by updating and implementing this policy as necessary.

