

GENDER EQUALITY POLICY

TÜMAD is committed to achieving gender equality in the workplace and empowering women economically. In this regard, TÜMAD follows the goals, principles, and regulations set forth by international agreements to which Turkey is a party, including the United Nations, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the UN Sustainable Development Goals, and the EBRD Performance Requirements, as well as national legislation.

TÜMAD aims to raise awareness of gender equality among all employees, support the empowerment of women and disadvantaged employees, create a fair workplace environment, and continuously develop equality goals. We also aspire to advocate for these goals in the business world and society at large.

In line with this policy, TÜMAD is committed to:

- Upholding the principle of equality among all employees within the framework of human rights.
- Maintaining a competency-based wage policy free from all forms of discrimination, supporting gender equality at work, and effectively applying the "Equal Pay for Equal Work" policy in HR practices such as training and promotion.
- Supporting the recruitment of female employees and their placement in decision-making positions at middle and senior management levels.
- Preventing any violations of sexual harassment and violence in the workplace.
- Using a gender-neutral communication language both inside and outside the company and ensuring equal representation of women and men in all written and visual materials.
- Considering gender equality perspectives in workplace design, new practices, and the supply chain.
- Informing employees about gender equality awareness and training activities using visual and written tools.
- Providing favorable working conditions for disadvantaged employees, such as those who are disabled, pregnant, or have chronic illnesses, and developing policies to prevent reasons for their departure from work.
- Collaborating with civil society, public institutions, and other stakeholders to raise awareness in the public about preventing domestic and gender-based violence through social networks. In cases of violence at home or in the workplace, ensuring the privacy of the affected individual.
- Viewing employee issues through a gender equality lens and ensuring that complaints and suggestions related to gender inequality are transparently reviewed by the relevant committee.

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