



Societal Gender Equality Policy

Document No	Hol_Sur_Pol_21.1	Revision Date	-
Release Date	16.08.2024	Revision No	-

Societal Gender Equality Policy

The Company is committed to comply with "Societal Gender Equality" that is the 5th goal of the Sustainable Development Goals and the principles of societal gender equality in working life of the International Labor Organization (ILO).

Within this framework;

- No gender discrimination is made within the business processes.
- Care is taken and attention is paid for women and men have equal rights within the decision-making processes.
- Activities are carried out for increasing the awareness on societal gender equality at all stages of the value chain, mainly for the employees.
- Promotions, assignments or dismissals are implemented according to the performance of the employees and it is ensured that the employees work fairly under equal conditions.
- A safe working environment that is free from any kind of harassment, violence and threat is provided.
- The employees are treated equally and fairly in the distribution of works and duties.