



1958'DEN BUGÜNE

öztiryakiler

GENDER AND EQUAL OPPORTUNITY POLICY

OBJECTIVE: To provide equal opportunities and a fair working environment for our employees, regardless of their gender, age, ethnicity, disability, religious belief, political views, marital status, union membership or any other personal characteristics, to prevent discrimination, and to support all our employees to use their potential at the highest level.

SCOPE: This policy covers all employees working in our company.

METHOD

Equal rights, opportunities, and working conditions are offered to our employees regardless of their gender, age, race, ethnic origin, disability, religious belief, political views, marital status, union membership sexual identity, or any other individual characteristics. In our company, our male and female employees are recruited and employed with equal rights and opportunities and have the chance to advance in their career paths. Gender, age, ethnicity, disability, religious belief, political views, marital status, union membership or any other personal characteristic do not cause discrimination in our recruitment, training, wages, promotion, and all other working processes. Our company always strives to fulfill the requirements of the United Nations Sustainable Development Goals (SDGs) and international agreements to which our country is a party, in the human resources processes it implements by valuing its employees in the field of equality of opportunity, by taking the basic principles of the United Nations Universal Declaration of Human Rights and the International Labor Organization, to which Turkey is a party, as well as the Labor Law as a guide. In addition, 3rd party SEDEX Social Compliance Audits are conducted annually in our company. These audits allow us to review the effectiveness of our policy and make continuous improvements.

Recruitment and Working Conditions:

Recruitment processes in our company are carried out only by taking into account the competencies, experience, and qualifications of the candidates. Our male and female employees are accepted into the same job with equal rights and offered equal opportunities. Our working conditions have been designed in a way that they will be fair and equal for all employees.

Chairman of the Board of Director
Yusuf Kenan ÖZTİRYAKİ



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Career Development:

The career development of our employees is ensured solely based on their performance. Our male and female employees have equal training opportunities and do not incur any discrimination during promotion processes. Progress and development opportunities have been structured on everyone being evaluated under the same conditions.

Social Audits and Commitment:

Our company is subject to annual 3rd party SEDEX (Supplier Ethical Data Exchange) audits and internal audits. These audits check our company's workforce policies, working conditions, and commitment to ensuring gender equality. Audit results help us continually review the effectiveness of our policies and the accuracy of our efforts to ensure equality.

With this policy, we are committed to creating a sustainable workforce structure by promoting gender equality and diversity.

Chairman of the Board of Director
Yusuf Kenan ÖZTİRYAKİ