

# ZERO TOLERANCE POLICY AGAINST VIOLENCE AND VIOLATION OF SEXUAL INVIOLABILITY



Limak is determined to provide a safe environment to its entire employees and other people with whom it has a business relationship which is free from all kinds of violence and violation of sexual inviolability, including sexual harassment and assault, and discrimination on any grounds. Limak aims to establish a corporate culture that does not tolerate any violence against employees and violation of sexual inviolability in order to ensure gender mainstreaming within the corporation. Limak considers violence and violation of sexual inviolability not only as a violation of human rights, but also as a problem that negatively affects the effective participation of employees in business life and the working environment and acts with this awareness.

Limak adopts a zero-tolerance policy for cases of violence and violation of sexual inviolability, dealing with all cases seriously and carries out all relevant transactions respectfully and ensures that all allegations of violence or violations of sexual inviolability are investigated on the basis of trust without delay. Limak applies disciplinary actions that may lead to dismissal of an employee who is found to have committed violence to a person or violated his/her sexual inviolability.

Limak takes the principles of confidentiality and acting upon with care and trust as basis in the implementation of the policy. Limak protects the information of parties who alleged and witnessed violence or violation of sexual inviolability, takes the necessary measures to minimize any potential negative effects in the application process and behaves in a manner that does not damage the sense of trust in entire organization and among the parties with whom there are business relationships. In case the victim or the person witnessing the case is not willing to share their identity information, Limak ensures an anonymous complaint/application mechanism.

Limak has prepared this policy on the basis of national legislation and international human rights conventions.