

# CORPORATE EQUALITY POLICY



Limak adopts and embraces the principle of observing the human rights of colleagues in corporate life and business relationships and non-discrimination based on gender, beliefs, etc. Guarantees to treat women and men equally in attitudes and opportunities. Performs and executes active endeavors to eliminate the inequalities observed within society and the corporation in access to resources and opportunities between women and men.

The Corporation, in the realization of gender equality in business life and the economic empowerment of women, adopts the goals, principles and regulations stipulated primarily by the Convention on the Elimination of All Forms of Discrimination Against Women (UND CEDAW), the international conventions to which Turkey is a party and the United Nations Global Compact (UNGC) and Women's Empowerment Principles (WEPs), of which the company is a signatory, the UN Sustainable Development Goals (UN SDGs) as well as national legislation. In this context, the Corporation endeavors the continuous improvement of the corporate culture and applications within the equality goals hereinbelow at the outset. The Corporation is committed to advocating the goals hereinbelow across business and the society:

- Adopting and maintaining a wage policy away from all sorts of discriminating approach and based on competence in a fair and effective manner,
- Effective implementation of the prohibition of discrimination in the entire corporate processes including Human Resources practices such as recruitment, establishing business relationships, performance evaluation, training and promotion,
- Advocating and supporting female employees to actively engage and involve in the decision-making positions in middle and senior management levels,
- Supporting positive approaches attitudes such as equal sharing of the unpaid workload in the household between women and men and caring fatherhood, including ensuring the equilibrium between work and private life and childcare,
- Support the encouragement of women employees' returning to work after childbearing and preventing possible losses in their career development,
- Endeavoring towards the representation of women in jobs, occupations and sectors that are traditionally men-intensive, and for men to be more involved in jobs, occupations and sectors that are traditionally women-intensive,
- Preventing all sorts of breaches of sexual inviolability at the workplace,
- Support the use of discourse free of any sexism and contributing to the transformation of inequalities both within and outside of the corporation,
- Designing the work environment and place in accordance with the equitable existence of women and men and considering the gender equality perspective in new practices.

In addition to this policy document, Limak has established an Equality Committee in accordance with the principles of gender equality and diversity within the corporation pursuing the goal of continuous improvement towards the equality. It is resolved for the Equality Actions Plans updated annually to be developed and implemented by the execution authority of this Committee.