



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

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Page No :	Page 1 / 1
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In our company, we are aware that human rights actually cover all individuals as men and women, equal work and equal pay. We act with the policy of Women's right to work, Equal education, Right to be insured. Women's Rights are rights that represent equality and freedom. The most fundamental right of women is to be free and to have equal rights with men. Every woman has the right to express her ideas and thoughts freely. We are always aware that these rights are the fundamental rights of every working woman and we support their presence in our institution.

- The most important protectors of women's rights are themselves. And for this, they need to know what their rights are. Based on this; We create education policies and support women's participation and raising awareness.
- Women and Men have equal rights. Our institution is aware that it is obliged to ensure that this equality is realized and supports women's participation in the workforce in all its departments.
- We do not allow obstacles that may occur in front of women's use and access to opportunities, resources and services within our company.
- We distribute duties by observing the principle of equality.
- We create a working environment and practices that maintain work-family life balance.
- Necessary support and opportunities are provided for women to be in company management.
- We do not allow women to be exposed to abuse, harassment, discrimination, coercion, slander, etc. in any way. We are aware that we must always stand by women in protecting women's rights and preventing violence against women. Our company acts with this awareness in all its plans in order to realize gender equality ideally.