

Gender Equality Policy

As Yeşilova Group, we operate with a commitment to creating value for all stakeholders based on the principles and values that have shaped our corporate structure from the past to the present. In this regard, we prioritize the well-being and development of our employees, who are our most valuable asset, in the light of the United Nations Global Compact and the WEPs (Women's Empowerment Principles). With our aim of "Happy People, Sustainable World" and our strategy of "Transforming Our Corporate Culture," we strive to create a more productive and inclusive corporate culture in the ecosystem we operate in, embracing diversity and inclusivity, and standing against gender discrimination. As part of our priority to further educate, empower, and support women, we implement various practices within our Group to ensure the balance between work and personal life for our female employees, improve working conditions, and increase female employment.

As Yeşilova Group, our commitments to gender equality and the empowerment and support of women include:

- We prioritize creating a healthy and safe environment free from all forms of violence, harassment, and threats in all our workspaces.
- We implement our recruitment, training and development, performance management, wage management, career management, appreciation, and reward practices within the framework of equal opportunities, without discrimination based on race, color, gender, religion, language, marital status, sexual orientation, gender identity, political views or affiliation, ethnic identity, health status, family responsibilities, union activity or membership, physical disability, or age.
- We believe that ensuring gender equality primarily requires the empowerment and support of women in the workplace and social life, and in this context, we provide necessary support (training, courses, professional development opportunities, etc.) to our colleagues within our Group.
- We observe gender equality at all levels throughout our Group. With the perspective that 'there are no traditional roles within Yeşilova Holding, both women and men can do any job,' we strive to increase female employment in all positions and roles. To maintain work-life balance, we continuously improve ourselves and implement new practices.
- We value efforts to increase awareness of gender equality among all our stakeholders.
- We engage in activities at national and international platforms under the scope of gender equality, create exemplary practices in our industry, and develop value-creating collaborations with public institutions, civil society, and relevant organizations.
- We reflect our approach to gender equality in all our internal and external communications, emphasizing our sensitivity in this regard in every area.
- We commit to ensuring the sustainability of all our activities related to gender equality by transforming our 'Balance at Work' project into the Work-Life Balance Working Group.