

Alarko Group of Companies

Gender Equality Policy

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Purpose and Scope

In line with its commitment to the principle of equality, the Alarko Group of Companies stands firmly against gender-based discrimination. The Group recognizes that all individuals, regardless of gender, are entitled to equal rights and work to ensure the effective realization of these rights.

With awareness that gender equality has many components, Alarko sets an example for its internal and external stakeholders by its management policies and works to raise awareness of the issue among all stakeholders.

Gender equality in the workplace, one of the fundamental pillars of sustainability, is embraced at every level of the organization, starting from the highest levels of organization.

This policy outlines the Group approach and practices that promote gender equality across all areas of operation.

Implementation of Principles and Guidelines

Alarko Group of Companies acts in accordance with the principles set forth in this policy in all geographies and operations in which it operates.

- 1) Woman Representation in Management:** To increase the proportion of female employees all levels within the Alarko Group of Companies target; carrying out the workings to ensure more women are included in decision-making mechanisms, ensuring the continuity of mentoring and education programs in this target line. Pursue the publicly shared target of rising to 40% level of female member proportion in Board.
- 2) Recruitment and Career Planning:** Acting by gender quality principle in processes of recruitment and career planning of Group. Paying attention to using gender-neutral language in designed announcement for open positions to prevent gender-focused. Evaluating from job suitability approach the applicant-position matching by independently gender.

- 3) Creating an Equal and Supportive Working Environment:** Within the scope of supporting the presence of women in business life; by analyzing with care of whole processes may cause disadvantages for female employees, ensure that taking preventive actions for these situations. To act with a zero-tolerance policy towards workplace discrimination, violence and bullying and to meticulously implement compliant mechanisms in the event of a report. To maintain a supportive approach about the using of postpartum maternity and paternity leave. Planning periodic education programs to strengthen the perception of equality among employees and raise awareness on the issue.
- 4) Equal Pay for Equal Work Principle:** In the pricing policy, taking base of equal pay for equal work principles. To prevent the use of personal initiative in remuneration practices and to ensure that remuneration is made according to the size of the job, level of responsibility and technical skills, regardless of gender discrimination.
- 5) Contribution to Gender Equality in Society:** Establish collaborations and partnerships with expert institutions and organizations, civil society members and academics for societal gender equality-related supportive works. Supporting the more attendance of women to business life and ensure that rising girls' access to educational opportunities by these workings.
- 6) Equality in Communication Principle:** Ensure that the language used inside and outside the institution keeps it away from gender discrimination. To ensure that all Group of Companies use egalitarian language in all advertising and promotional activities within the scope of their responsible communication policy and avoid the use of any words or images that could serve to discriminate.