

# EQUALITY, DIVERSITY AND INCLUSIVITY POLICY

As Trakya Döküm, we aim to provide a working environment where equality, diversity and inclusivity are fully supported for our employees while clearly expressing our stance against any discrimination based on unique personal characteristics.

In line with our Diversity, Inclusivity and Gender Equality Policy, we adopt the following principles:

- Conducting all our business processes and stakeholder relations based on respect for human rights while providing an equitable, fair and inclusive work environment for all our employees and stakeholders,
- Absolutely rejecting any discrimination based on various factors such as gender, race, religion, language, sect, age, color, sexual preference, sexual orientation, ethnic origin, physical characteristics, marital status, disability, pregnancy, political views or union membership,
- Creating a working environment free from stereotypical judgments related to gender roles while encouraging our stakeholders to do the same,
- Avoiding any discrimination based on personal and unique characteristics in all human resources processes, including recruitment, promotion, termination, performance evaluation and benefits; and conducting these processes based on knowledge, skills, experience, competence and performance levels,
- Providing equal opportunities for all our employees to be in decision-making positions and upper-level roles,
- Developing practices in human resources processes related to women's employment, women's empowerment and the employment of disadvantaged groups,
- Strictly applying the principle of "equal pay for equal work" for all our employees, regardless of gender and other personal characteristics,
- Increasing the awareness of all our stakeholders on issues of diversity, inclusivity and gender equality,
- Adopting the principle of equal opportunity for all our employees in accessing training and career opportunities provided by Trakya Döküm,
- Implementing a zero-tolerance policy regarding verbal, physical, sexual, psychological and/or emotional harassment,
- Ensuring open communication for any complaints, suggestions, or notifications; and developing mechanisms to facilitate easy communication for our employees, stakeholders and the community in our operational areas.

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