



ANADOLU GROUP

AG ANADOLU GRUBU HOLDİNG A.Ş. EQUAL OPPORTUNITY POLICY

Anadolu Group has adopted and implements the “**Equal Opportunity Principle**”.

As a general rule, at Anadolu Group Companies:

- We believe that the implementation and adoption of equal opportunity policy is essential for social development and the creation of a competitive advantage. We do not discriminate against our employees based on their **age, sex, race, religion, language, ethnic origin, sexual orientation, belief, marital, social or economic status, disability, political opinion, participation and membership in union activities, pregnancy or military service** status during their working life and recruitment.
- We make decisions based on **organizational needs** and **the experience, knowledge, ability** and **position** of the employees during the selection and promotion processes.
- We strive to provide flexible working opportunities and hours to employees in the prenatal and postnatal period so that they can balance their **work and private lives**.
- We strive to create a suitable work environment, taking into account the **needs and responsibilities** of our employees with disabilities.
- We apply a wage and performance system based on **transparent** and **objective** criteria to all our employees, and provide equal training and development opportunities.
- We encourage our employees to be sensitive and respectful about **age, sex, race, religion, language, ethnicity, sexual orientation, beliefs, disability, political views, cultural and social differences** in their relations with colleagues, customers, suppliers and society.
- The “**Ethics Committee**” in our company is responsible for the implementation of the abovementioned principles and commitments. A structure has been implemented to ensure that all kinds of violations are reported by employees and that these notifications are carefully examined.



- We regularly review all our processes and practices in line with our “**Equal Opportunity Policy**” and make the necessary improvements.