

EQUALITY AT WORK PLATFORM

DECLARATION ON EQUALITY AT WORK

Equality at Work Platform was created in collaboration with World Economic Forum under the auspices of Republic of Turkey Ministry of Family and Social Policies. The purpose of the Platform is to ensure that the economic participation and opportunity gap stated in the Social Gender Gap Report issued in 2012 by the World Economic Forum is reduced to 10% over the next three years. By signing, on behalf of our company, this “Declaration on Equality at Work” -designed for the foregoing purpose -, we hereby commit to comply, on a voluntary basis, with the following principles aimed at eliminating gender-based discrimination and to lead the way in promoting these principles across our country.

- 1- We respect human rights. We treat all employees equally.
- 2- We ensure health, safety and wellbeing of female and male employees without any discrimination based on gender.
- 3- We specifically support female participation in labour force.
- 4- We define the criteria on equal opportunities for women/men under all our Human Resources policies.
- 5- We apply and uphold an Equal Pay for Equal Work policy.
- 6- We establish the mechanisms required to ensure equal access to career opportunities.
- 7- We create, monitor training policies and give particular consideration to female participation in trainings.
- 8- We create working environments and practices to maintain work/family life balance.
- 9- We internally and externally communicate any news on our “equal opportunity” schemes and achievements.
- 10-We will promote this declaration across our eco-system (business partners, suppliers).
- 11-We will establish a leadership committee within our Company to monitor the items covered by the declaration.

We specify and sign off our commitments in the Letter of Undertaking attached to this Declaration. We conduct the survey created by “Equality at Work Platform” to monitor and assess our policies and practices in this regard and communicate results thereof to Republic of Turkey Ministry of Family and Social Policies. We establish reliable systems for this purpose and transparently report on our progress.

Company Name:

Name Surname:

Role Title:

Signature:

