



DIVERSITY AND EQUAL OPPORTUNITY POLICY

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1. PURPOSE AND SCOPE

The purpose of this policy is to promote diversity across all business processes and the entire organization of Mitaş Industry, to secure equal opportunities for all employees, and accordingly, to define the authorities, responsibilities, and implementation principles. The policy aims not only to prevent discrimination but also to establish a corporate culture where differences are valued, an inclusive leadership approach is adopted, and every individual can develop their potential under equal conditions

Within this scope, priorities of this policy include ensuring gender equality, combating gender stereotypes, strengthening the representation of women in decision-making mechanisms, and offering equal opportunities in recruitment, development, and promotion processes.

The Diversity and Equal Opportunity Policy aims to create an environment of equal access, development, and participation for all employees, regardless of gender, age, disability status, ethnic origin, belief, marital status, sexual orientation, or cultural background.

The policy covers all employees working within Mitaş Industry. This coverage includes personnel with fixed-term or indefinite contracts, interns, apprentices, subcontractor personnel, and candidates in the recruitment process. The policy is applied in recruitment, compensation, promotion, training, working conditions, and termination processes, as well as in all internal company relations.

Furthermore, all business partners, subcontractors, contractors, sub-suppliers, customers, and external service providers within the supply chain of Mitaş Industry are obliged to act in accordance with this policy. Compliance with the principles and rules of this policy is clearly stated in all contracts made with suppliers.

2. DEFINITIONS AND ABBREVIATIONS

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Diversity: Refers to the inclusive representation of individuals with different age, gender, ethnic origin, disability status, religion, belief, language, cultural background, marital status, sexual orientation, and other individual characteristics.

Equal Opportunity: Refers to individuals having equal rights based on their qualifications, skills, and performance; and receiving fair treatment in access to recruitment, promotion, training, compensation, and fringe benefits.

Inclusion: Refers to the corporate approach that aims to create a work environment where every individual is accepted with their differences, valued, and their participation is encouraged.

Gender Equality: A principle aiming to ensure equal opportunities and rights between women and men. This concept refers not only to women, but also to men, obtaining equal opportunities, assuming equal roles in social and economic life, and the elimination of gender-based discrimination.

Gender Norms: Rules that determine society's expectations, roles, and behaviors regarding men and women. These norms refer to the social structures established by society concerning how individuals should behave, think, and live based on their gender.

Discrimination: Unequal or exclusionary treatment of a person due to their personal characteristics or identity (gender, age, ethnic origin, disability status, etc.).

Ethics Committee: The corporate structure responsible for evaluating policy violations, examining complaints on a confidential basis, and authorized to make decisions regarding sanctions when necessary.

ESG: Refers to Environmental, Social, and Governance criteria; it is an assessment system for corporate sustainability, ethics, and social responsibility.

ILO: International Labour Organization.

BM (UN): United Nations.

AB (EU): European Union.

OECD: Organization for Economic Co-operation and Development.

UNGC: United Nations Global Compact

3. REFERENCES

This policy has been prepared considering national and international legal regulations and standards. The following references constitute the fundamental legal and ethical framework for ensuring diversity and equal opportunity:

- United Nations Universal Declaration of Human Rights
- International Labour Organization (ILO) Conventions

- ILO Convention No. 100: Equal Remuneration Convention
- ILO Convention No. 111: Discrimination (Employment and Occupation) Convention
- OECD Guidelines for Multinational Enterprises
- United Nations Guiding Principles on Business and Human Rights
- European Union Charter of Fundamental Rights

4. GENERAL PRINCIPLES

Mitaş Industry regards diversity as a richness, equal opportunity and gender equality as a fundamental human right. The general principles established in this regard are not merely a policy text but constitute the building blocks of the core values that guide all business processes of the company.

Respecting the identity, cultural background, belief, and differences of every individual, supporting diversity, and creating an inclusive working environment are among the priority objectives. The work environment is organized within a structure where everyone can feel safe, valued, and express themselves freely.

Equal opportunities are offered to all employees regardless of gender, age, ethnic origin, disability status, sexual orientation, belief, or similar distinction; decisions regarding recruitment, promotion, compensation, training, and career development are based on objective and measurable criteria.

No form of discrimination, harassment, exclusion, mobbing, or ill-treatment is tolerated. Such behaviours are contrary to the company's ethical principles and corporate culture. When such situations are encountered, a confidential, fast, and effective intervention process is implemented. All employees, business partners, and suppliers are obliged to report the situation through the ethical violation notification line in case of any violation. These notifications are critical for the sustainability of an inclusive, safe, and fair work environment.

It is essential that the principle of gender equality is observed in all processes within and outside the company. Within this scope, practices advocating gender equality are adopted, and the widespread use of gender-neutral language is encouraged. Furthermore, structural mechanisms are established to increase the participation of disadvantaged groups in the workforce, and business partners are also expected to fully comply with these policies.

Policy implementations are carried out transparently, traceably, and measurably. Access to these processes by employees and other stakeholders is ensured, and their participation is encouraged. The success of the policy is seen as the shared responsibility of all employees, not just managers. Individual awareness and corporate ownership are the main driving forces of this process.

This policy is periodically reviewed and updated, when necessary, in line with feedback from internal and external stakeholders. The embedding of the policy in corporate memory is ensured through training, communication, and development tools.

Mitaş Industry commits to adopting and upholding the principles of equal pay for equal work, equal opportunity in career development, objective recruitment processes, and respect for individual differences across the entire organization. Accordingly, making an inclusive work culture that promotes diversity sustainable has been adopted as one of the most fundamental corporate priorities

5. METHOD

This policy has been established in line with international standards and best practices. The implementation processes are carried out under the following main headings:

5.1. EGALİTARIAN HUMAN RESOURCES PRACTICES

Recruitment, promotion, rotation, training, and performance evaluation processes are conducted solely based on competence, experience, and suitability for the job requirements. Gender, age, ethnic origin, religion, disability status, or other individual differences shall not influence decision-making processes under any circumstances. Special employment policies have been developed to increase the representation of female employees in technical and leadership roles and to support the employment of disabled individuals.

5.2. COMPENSATION AND FRINGE BENEFITS

In line with the "equal pay for equal work" principle, an equal compensation policy is applied to all employees regardless of gender, age, or other personal differences. Contributions are measured according to objective criteria through performance-based evaluation systems.

While social rights such as supplementary health insurance and parental leave are offered equally to all employees, road support is provided to employees living beyond a specified distance, in addition to shuttle support.

5.3. WORKING CONDITIONS AND WORK-LIFE BALANCE

A safe, healthy, and accessible work environment is provided for all employees. Arrangements complying with physical accessibility standards are made for disabled individuals. Modern practices such as flexible working hours and remote working have been implemented to support work-life balance.

5.4. TRAINING AND AWARENESS

Diversity, equal opportunity, inclusion, gender equality, and anti-harassment training are provided at least once a year via online platforms. Inclusive leadership development programs are assigned to employees in leadership positions.

5.5. MONITORING AND REPORTING

Equal opportunity and gender-based indicators are regularly monitored, analyzed, and necessary improvement plans are defined. The applicability and effectiveness of the policy are measured through metrics such as HR performance data, training participation rates, number of complaints, and employee satisfaction.

5.6. SUPPLIER AND BUSINESS PARTNER COMPLIANCE

All business partners, subcontractors, and suppliers are expected to act in accordance with the equality and diversity principles defined in this policy. The requirement for compliance is clearly included in the relevant contracts. In case of non-compliance detection, corrective measures are requested, and the business relationship may be terminated if deemed necessary.

5.7. COMPLAINT MECHANISMS AND ETHICS COMMITTEE EVALUATION

Confidential, anonymous complaint mechanisms have been established for employees to report situations where they face discrimination or inequality of opportunity. The Ethics Committee evaluates all applications impartially and guarantees that no retaliation will be taken against the person who made the notification. In case of detected policy violations, necessary corrective measures are implemented without delay, and full compliance with the company's ethical rules is made mandatory.