Equal Opportunities Policy

We treat every employee and job applicant fairly and with respect, and we make employment decisions on merit alone.

Our commitments

- We do not discriminate on the grounds of sex, age, race, ethnic origin, nationality, religion or belief, language, political opinion, disability, marital status, pregnancy or any other protected characteristic.
- Recruitment, pay, training, promotion, working conditions and termination are decided on skills, performance and the needs of the job.
- Women and men receive equal pay for work of equal value.
- We make reasonable adjustments so that people with disabilities can work safely.
- Harassment, bullying and victimisation are not tolerated.

Legal framework

This policy follows the principle of equal treatment in Article 5 of Turkish Labour Law No. 4857 and the Turkish Human Rights and Equality Institution Law No. 6701.

Raising a concern

Any employee who believes they have been treated unfairly can raise it through our grievance procedure (see the Discipline and Grievance Policy). Complaints are investigated promptly and confidentially, and no one will be penalised for raising a concern in good faith.

Document	**Issue date**	**Revision**	**Approved by**
KP-05	19 November 2026	00	Ahmet Çakmak, General Manager Signature: _____ Date: ____ / ____ / _____