

## DIVERSITY AND INCLUSION POLICY

As Erkurt Holding and its subsidiaries, we act with the mission of “To provide an increasing added value to the country's economy and the development of the society by producing quality, respecting the laws, respecting the laws, and continuously improving our production and management approach” in our activities.

Within the framework of this understanding that respects its country, the values of its country, its customers and the work it does;

- In all our activities, we act with the understanding of “Respect for Employees, Work and Workplace; Respect for the Environment, Customers, Sector and Country”. We respect the rights of all our stakeholders in an egalitarian environment and sustain our company reputation and reliability by establishing respect-based relationships.
- We make decisions independent of personal relationships, guided by our guidelines and core values, and act fairly and impartially.
- We embrace differences and respect personal rights and dignity. We strive to make our differences our strength that will make us unique.
- We fully believe in and support the rights and freedoms of individuals in every field and environment in which we operate. We do not allow discrimination based on ethnic origin, gender, race, nationality, economic status, religion or other beliefs under any circumstances. In all our business processes, we recognize individual differences such as gender, sexual orientation, ethnic origin, age, marital status, beliefs and physical differences as valuable and offer equal opportunities to every individual.
- This applies to recruitment, promotions, working conditions and all relationships with customers, suppliers and partners.
- We take the necessary measures to eliminate all forms of discrimination, prejudice and unconscious bias in recruitment, promotion and professional development processes. In our selection and placement activities, we provide equal opportunity to all our candidates, subject our candidates to fair and objective evaluation, and ensure open and transparent communication at every stage of the process.
- We offer all our employees an inclusive career development process, enabling them to maximize their potential.
- We oppose the use of sexist, racist or any other discriminatory language in our communication processes. Our communication policy is based on equality, inclusion and respect. We create a culture where all our employees can be heard and express their thoughts freely.
- As a company, we have zero tolerance for all forms of violence, bullying, harassment and oppression. We provide an open and secure reporting channel for employees who experience violence or harassment and take the necessary steps to resolve any incident as quickly as possible.