



YEŞİM
— EST 1956 —



GENDER EQUALITY POLICY

Almaxtex Textile Industry and Trade Inc. (Yeşim Group) applies a gender equality approach to all of its business practices, employees and business partners, and seeks to play a leading role in society by raising awareness on both national & international platforms, sharing its activities as part of an international network as a signatory of Global Compact and the Women's Empowerment Principles (WEPs).

Applying the philosophy of "People First" as a principle, Almaxtex Textile adopts the understanding of "Zero Tolerance to Violence" in order to end all kinds of gender-based violence and harassment in working life in accordance with the approach of Gender Equality. This policy covers full-time staff, contracted Almaxtex Textile (Yeşim Group) employees, interns and all subcontractor personnel employed within its facilities.

Our company commits to the followings;

- ✦ To include issues related to gender equality on the agenda for discussion during periodic meetings chaired by the committee chairman through the Gender Equality Committee, made up of representatives of all departments in the factory,
- ✦ To provide free kindergarten services to female employees to support their participation in business life, and to male employees who meet the necessary conditions,
- ✦ To encourage a "communication" model based on social compliance and to develop a culture in which men and women work alongside each other,
- ✦ To assign positions and tasks within the Company in accordance with the company strategy, to avoid discrimination, and to make appointments and promotions under equal conditions by considering on the competencies of each employee,
- ✦ To prevent violence and abuse, to promote a working culture based on mutual respect and human dignity, and to pay due attention to the principles of diversity and inclusion,
- ✦ To raise awareness among its employees and their families and its business partners through the provision of training in gender equality, and the avoidance of violence and abuse in the workplace and within the family, including methods of prevention and protection,
- ✦ To take measures to combat violence and abuse in the workplace and in all work-related environments, based on the understanding that violence and abuse can affect the psychological, physical and sexual health of the individual, as well as their dignity, family life and social environment,
- ✦ To take measures to combat violence and abuse in the workplace and in all work-related environments, based on the understanding that violence and abuse can affect the psychological, physical and sexual health of the individual, as well as their dignity, family life and social environment,
- ✦ To work in cooperation with civil society and with relevant institutions and organizations in support of the creation of mechanisms through which employees who are exposed to domestic violence can receive support, and to establish complaint, investigation, referral and support mechanisms by adhering to the principles of confidentiality and impartiality,
- ✦ To direct victims of violence to authorized institutions for support and to closely monitor their situation within the company, in cases when a victim of violence reports the incident to the Human Resources Department,
- ✦ To not discriminate against victims of domestic violence in matters related to hiring, dismissal, employment or other conditions, and to treat everyone on equal terms,
- ✦ To work to find solutions for the benefit of any employees who are victims of domestic violence, recognizing that their performance may be affected through such issues as absenteeism, tardiness and decreased production.
- ✦ The method to be followed by employees in case of violence and harassment is specified in the "Pressure, Harassment and Maltreatment Procedure" with document number P-KSS-06.
- ✦ In working life, the terms "violence and abuse" refer to a range of unacceptable behaviors and practices, or threats of such behavior and practices, that seek to, result in, or are likely to result in physical, psychological, sexual or economic harm. Almaxtex Textile considers acts of violence and abuse in the workplace to be violations of human rights and a form of discrimination, and is aware that gender-based violence and abuse, including domestic violence, disproportionately affect people, and that everyone has the right to freedom from violence and abuse in their working life.

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