

GENDER EQUALITY AND EQUAL OPPORTUNITES POLICY

As Eczacıbaşı Consumer Products, our main goal is to accompany every moment of life for a clean and healthy life. We act with the perspective of “providing equal opportunities for everyone” in our human resources processes, and we promise all our employees a fair, equitable, safe and decent working life.

In pursuit of this objective, our commitments are as follows:

- Not to tolerate, under any circumstances, any kind of discriminatory attitude, behavior, or practice against an individual based on race, color, language, gender, sexual orientation, marital status, age, religion, philosophical or political opinion, physical qualities, or any other visible or invisible attribute.
- To consider equal treatment and equal opportunities for all employees and candidates a fundamental right and support flexible working conditions.
- To offer every employee equal opportunity in all human resources processes, including performance measurement and evaluation, career planning, performance rewarding and promotion, and training-development programs.
- To evaluate the suitability of candidates' knowledge, skills, and experience for a position when making decisions on recruitment and promotion, monitoring the share of women employees in every step of the process, and when necessary, planning activities aimed at increasing the share of women employees.
- To remunerate all employees doing the same work at the rates set out in the relevant policy (Remuneration Policy). Personal attributes that could lead to gender-based or other forms of discrimination are not considered in determining the initial wage or wage increase for an employee. To implement the Remuneration Policy by taking into account objective criteria such as the holistic evaluation of the employee and the characteristics of the position, and to take corrective measures in case of gaps. Remuneration is based on a comprehensive evaluation of the employee, the characteristics of the position, and other objective criteria and taking corrective measures in the event of a gender gap.
- To provide all opportunities for women to take place at senior levels of their management structure and decision-making managerial roles in our organization to ensure balanced gender representation in our governance bodies, and to carry out development and support activities to facilitate this.
- As one of the first members of the Unstereotype Alliance Turkey platform, a platform that aims to transform harmful gender stereotypes in advertising, implementing measures that prevent the use of discriminatory or sexist elements in corporate policy and operational procedural documents, internal and external communication materials, printed and visual media advertisements, advertising and promotional campaign themes and texts, and visual design content. Implementing measures that prevent the use of discriminatory or sexist elements in corporate policy and operational procedural documents, internal and external

- To strive for the use of care to use an egalitarian and inclusive language in all discourses. To carry out studies to increase the awareness of managers and employees in our organization in this context.
- To offer various fringe benefits like daycare support and paid paternity leave to help women and men share responsibilities in their private lives and thus contribute to sustainable development.
- To provide a healthy, peaceful, and safe working environment free from all kinds of mobbing, violence, harassment, pressure, and threats. The mechanisms to be applied in the case of violations are predefined and published in the Eczacıbaşı Group Code of Conduct. Employees involved in any of the above misconduct are treated with zero tolerance and are subject to in-house disciplinary and legal procedures if necessary.
- To create opportunities for increasing the employment of women both in value chains and society at large, prevent gender-based violence and acts of hatred, and facilitate women's access to education and employment.
- To develop collaborative projects with non-governmental and international organizations active in gender equality.
- To set concrete targets for gender equality and equal opportunities practices and performance and periodically monitor outcomes using objective indicators.
- To operate in accordance with the “Eczacıbaşı Group Gender and Equal Opportunity Policy”.

Bulent Kozlu
CEO
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