

Diversity, Equity, Inclusion and Anti-violence Policy

Korozo Group adopts an approach that respects human rights in all areas of its operations, with both employees and business partners, and aims to uphold fundamental human rights across society.

Korozo Group is committed to operating in compliance with laws and international standards, while respecting human rights, and conducting business in an ethical and honest manner. Korozo Group's Ethics Policy reflects our culture of trust and integrity, and demonstrates our commitment to legal compliance through ethical business practices.

The company strongly condemns all forms of violence, including physical, psychological, sexual, economic and cyberviolence and actively works to prevent such acts. This policy applies to all employees, managers, business partners and anyone operating within the company. It not only covers behaviour within the workplace, but also addresses ethical principles, behaviours and types of violence in employees' personal lives outside the workplace.

This policy is reviewed annually and revised as necessary. All employees are responsible for its implementation, while the top management and Human Resources Department are responsible for its execution and oversight. Any violations of this policy may result in disciplinary action.

In accordance with this policy, Korozo Group;

Respect for Human Rights and Safety

- Korozo Group adopts an approach that respects human rights in all areas of its operations, with both employees and business partners, and strives to uphold fundamental human rights across society.
- Provides a safe working environment that upholds human dignity and value, while supporting employee performance, development and engagement.

Diversity, Equity, Inclusion

- Prioritizes the principles of anti-discrimination and equal opportunity in all its processes,
- Korozo Group treats all employees fairly, without prejudice and equally regardless of their race, ethnicity, sex, sexual orientation, gender identity or expression, religion, language, age, social or ethnic background, political view, disability, without direct or indirect discrimination on the basis of birth or acquired status.

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- Does not discriminate against foreign citizens, provided that there is no legal obstacle for foreign citizens to work in the Republic of Türkiye. Similarly, the company does not discriminate in matters such as wage, promotion, right to education, retirement.
- Promotes the participation of people with disabilities in the workplace, ensures their active participation within the company regardless of their disability and depending on the requirements of the job and personal qualities.

Prevention of Domestic Violence and Violence Against Women

Combating violence against women is a crucial responsibility in advancing gender equity and human rights. The company adopts a zero-tolerance policy towards violence against women and all forms of domestic violence, and joined the Business Against Domestic Violence (BADV) project. In this regard, we are committed to taking all necessary measures to ensure the safety of employees at work. All employees deserve to work in a safe, respectful and violence-free environment. With this policy, we aim to ensure a safe working environment, provide support to victims of violence, and fulfil our social responsibility.

In this context, training and awareness-raising activities are conducted to raise social awareness and prevent violence, covering all the types of violence defined below.

- **Physical violence;**
Refers to when one person attempts to control another through physically aggressive behaviours, such as hitting, threatening to hit, slapping, threatening or injuring with sharp instruments etc.
- **Psychological violence;**
Systematic application of pressure by one person on another, including threats, verbal harassment, humiliation, belittling and controlling behaviours.
- **Sexual violence;**
Coercion, sexual harassment, threats, insults, or assault in a relationship where one party has not consented.
- **Economic violence;**
Exerting pressure on another person in financial decisions and limiting their economic mobility, such as controlling their income, taking it away, or damaging their property.

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- **Cyberviolence;**

Control, threats, surveillance through email, text messages, social media accounts etc.

All Korozo Group employees and other relevant parties can report any ethical violations to our “**Ethics Reporting Helpline**” at **0212 866 66 25** or to the e-mail address **etik@korozo.com.tr**. If a violation is found, the Disciplinary Committee should be informed.

During the investigation of a possible violation of the Code of Ethics, no actions will be taken against individuals who report an incident, participate or assist in the investigation of an incident (unless the report or the information provided is intentionally misrepresented).

Korozo Group Ethics and Disciplinary Committee ensures the confidentiality of all notifications.

Effective as of 25.11.2024.

Adam BARNETT

CEO
