



POLICY ON EQUALITY, DIVERSITY and INCLUSIVITY



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We encourage different opinions, voices and cultures in our countries. Therefore, we adopt and put into practice the following approaches in our countries:

- Create a culture, where all the employees are equally treated and, to which they are fully able to contribute making use of the potential they have, irrespective of their race, color, gender, age, ethnicity, gender identity or gender expression, civil status, citizenship, disability or other factors that are legally protected.
- Ensure that all the employees are part of a culture, in which the concept of Disability, Diversity and Inclusivity is encouraged, and they are supported with mutual trust in respect of equity, equal opportunities and human rights.
- Identify the rules that need to be taken into considerations by our companies in order to create a business place, where there is no abuse or neglect including discrimination of any description and sexual harassment.
- Offer fair and equal opportunities to all the employees, candidates, business partners and stakeholders included in our operations and within the scope of our value chain.
- Create an environment, where all the employees are fully able to express their genuine personalities and, feel safe when they are doing so.
- Encourage various opinions, insights, points of view and ideas that would provide advantages to our customers, business partners, shareholders and stakeholders by means of improving decision-making processes.

The top management is responsible for the enforcement and announcement of this policy to all the employees in our companies, and all the employees are responsible for complying with and supporting this policy.

We also expect that all the business partners comply and/or act in line with this policy and, we also take the necessary steps in order to ensure this compliance and action. Any type of behavior that directly or indirectly constitutes discrimination or harassment of any description, against others is strictly prohibited. These behaviors include but are not limited to:

- No one could be discriminated and disrespected, mobbed, accused mean-spiritedly and unjustifiably because of their race, gender (including pregnancy), color, nationality or social status, ethnic origin, religion, age, disability, sexual orientation, gender identity, family status, sensitive medical condition or political opinion.
- No one could be discriminated in respect of recruitment, promotion, appointment, remuneration, transfer, discipline, demotion, termination of employment contract, access to fringe benefits etc. These will not be considered while making such types of decisions.
- An employee, who is found to have discriminated in these respects, will be subject to corrective actions including the termination of their contract of employment, and in case of a business partner that is found to have discriminated illegally in any manner, the respective contracts entered into with them may be terminated.

The Human Resources Department is responsible for arranging, periodically reviewing and renewing, if necessary, the Policy on Equality, Diversity and Inclusivity, and also for providing the employees with training in respect of the relevant policies including those on the prevention of discrimination, sexual harassment and violation of human rights.

All the company officers and the Human Resources units are responsible for the enforcement and coordination of the policy.

This policy applies to the following group companies of Alplas.

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