



OUR GENDER BASED VIOLENCE AND HARASSMENT POLICY

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SANKO Holding, guided by its deep-rooted history, corporate values, and people-oriented management approach, considers the creation of a working environment where every individual has equal rights and opportunities among its top priorities. Since its establishment, the company has acted in line with the principles of respect for people, fairness, honesty, and trust, and integrates the principles of equality, diversity, and inclusiveness into all business processes. In this context:

- Establishes a safe and supportive working environment where employees can fully realize their potential.
- Respects different perspectives, bases all decisions on merit and performance, and does not allow different treatment based on personal characteristics.
- Ensures transparency and fairness in all human resources practices — including recruitment, career development, promotion, remuneration, benefits, training, and social opportunities — and implements a zero-tolerance approach to gender-based bias, discrimination, and violence.
- Adopts a gender-sensitive approach in both internal and external communication.
- Clearly defines expectations for equality and inclusiveness within its supply chain and business partnerships, encourages compliance with these principles among its partners, and includes these issues in evaluation processes when necessary.
- Keeps its policies and practices up to date by complying with national legislation and utilizing the United Nations Sustainable Development Goals (SDGs), the Women’s Empowerment Principles (WEPs), International Labour Organization (ILO) standards, and related best practice guidelines.
- Strengthens practices that promote equal opportunity through data-driven decision-making processes, and supports work-life balance and caregiving responsibilities through enabling mechanisms.
- Regularly conducts training and awareness programs, monitors progress with measurable indicators, and maintains a continuous improvement approach
- Sanko Holding Board of Directors and senior management ensure institutional ownership and accountability in the field of gender equality, while middle management and field teams take responsibility for the continuity of implementation.



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- Regularly reviews progress through defined performance indicators and enhances the effectiveness of policies and practices through employee participation, feedback, and consultation mechanisms.

Following national and international best practices, Sanko Holding commits to promoting gender equality throughout all its business processes by:

- Approaching all employees and candidates with an equality, diversity, and inclusiveness perspective starting from recruitment processes,
- Evaluating employee performance solely based on professional competence, experience, and work results,
- Adopting a zero-tolerance policy against verbal, physical, sexual, psychological, or emotional harassment, all forms of violence, and mobbing,
- Operating reporting, complaint, and feedback mechanisms in a safe, confidential, and impartial manner, and ensuring swift and effective intervention when necessary,
- Developing supportive practices for employees who are parents or have caregiving responsibilities,
- Ensuring the protection of rights related to maternity, parental leave, and similar entitlements,
- Providing regular training on gender equality, diversity, and inclusiveness,
- Organizing internal communication and awareness-raising activities,
- Carrying out social responsibility projects that support gender equality and raising public awareness through these projects,
- Developing joint initiatives with stakeholders to promote a culture of equality,
- Ensuring that this policy is adopted across all Sanko Holding subsidiaries and business partners.

**SERDAR ERPAMUKCU
GENERAL MANAGER**