

	CORPORATE EQUALITY POLICY	Document No	GD.01
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TDG(Teknik Destek Grubu) adopts the principle of observing the human rights of its colleagues and not discriminating among them based on gender, age, belief, etc. in its corporate life and business relations. It guarantees that women and men will be equal in behavior and opportunities. It carries out active work to eliminate inequalities observed in society and the company in terms of access to resources and opportunities between women and men. The company is guided by the international agreements to which Turkey is a party, especially the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the United Nations Global Compact (UNGC) and Women's Empowerment Principles (WEPs), UN Sustainable Development Goals (UND SDGs) and the targets, principles and regulations stipulated by national legislation, in order to achieve gender equality in business life and the economic empowerment of women. In this context, it strives to continuously develop the company's culture and practices primarily within the scope of the following equality targets. It undertakes to advocate for the following goals in the business world and society in general:

- Maintaining a fair and effective application of a competency-based wage policy that is free from all discriminatory approaches,
- Effectively implementing the prohibition of discrimination in all processes including Human Resources practices such as recruitment, establishing business relations, performance evaluation, training and promotion,
- Supporting women employees to take part in decision-making positions in middle and senior management,
- Ensuring work-life balance and supporting equal sharing of unpaid household workload between women and men, including childcare, and positive approaches such as involved fatherhood,
- Supporting women employees to return to work after giving birth and preventing potential losses in their career development,
- Carrying out studies to ensure the representation of women in jobs, professions and sectors traditionally dominated by men and to ensure that men are more involved in jobs, professions and sectors traditionally dominated by women,
- Preventing all violations of sexual immunity and violence in the workplace,
- Using discourse that is free from sexism and contributes to the transformation of inequalities within and outside the company,
- Designing the work environment and space in a way that allows women and men to exist in an equal manner and taking into account the gender equality perspective in new practices.

In addition to this policy document, the Technical Support Group has established an Equality Committee within the company in line with the principles of gender balance and diversity with the aim of continuous development in line with equality. It has been decided that Equality Action Plans, which are renewed every year, will be developed and implemented under the leadership of this Committee.

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