



ARSLAN ALUMINUM WOMEN'S RIGHTS AND SOCIETY GENDER EQUALITY POLICY

POL 40

1/2

Aim

The aim of this policy is to establish a corporate foundation for Arslan Aluminum Inc.'s commitment to providing equal opportunities for its female employees, promoting gender equality, and protecting women's rights.

The policy has been prepared in line with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and other international women's rights standards.

Scope

This policy covers all female employees, managers, suppliers, business partners, and all areas of activity related to women's rights at Arslan Aluminum Inc.

Responsibilities

- **Senior management** will implement policies and practices that support gender equality.
is responsible for its transmission and continuity.
- **The Human Resources Department** aims to ensure equal opportunities for female employees and raise awareness.
They are responsible for organizing training and implementing policy requirements.
- **All employees** must respect women's rights, avoid discrimination, and promote social equality.
They are responsible for exhibiting behaviors that support gender equality.

Principles and Commitments

At Arslan Aluminum Inc., our fundamental principles and commitments to supporting women's rights and gender equality are as follows:

- **Equal Opportunities:** We ensure that women have equal opportunities in recruitment, promotion, training, and career development. We take all necessary measures to prevent gender-based discrimination.
- **Work-Life Balance:** We support flexible working arrangements, maternity and parental leave, and other policies to help our female employees balance their work and family lives.
- **Safe Working Environment:** We provide a safe, respectful, and harassment-free working environment for our female employees. We have a zero-tolerance policy against harassment and violence and activate the necessary support mechanisms in such cases.
- **Education and Awareness:** Women's rights, gender equality, and inclusive institutional culture
We provide regular training to all employees on these issues and raise awareness.
- **Health and Safety:** We consider the specific health needs of our female employees and ensure occupational health and safety.
We continuously improve our applications in this direction.
- **Compliance with International Standards:** Including CEDAW and all relevant international conventions.
And we comply with the standards.

PREPARER	APPROVAL
R&D AND QUALITY ASSURANCE MANAGER	DEPUTY GENERAL MANAGER

	ARSLAN ALUMINUM WOMEN'S RIGHTS AND SOCIETY GENDER EQUALITY POLICY
POL 40	2 / 2

APPLICATION

- **Education and Awareness:** Regular training on women's rights and gender equality issues.
Awareness training sessions are organized.
- **Auditing and Monitoring:** Business processes and human resources practices are reviewed periodically; when violations of the principle of equality are identified, necessary corrective measures are taken.
- **Complaint Mechanisms:** Secure, accessible, and confidential complaint and reporting mechanisms are established for our female employees. Reports are carefully reviewed, and necessary actions are taken.

Monitoring and Review

The effectiveness of the Women's Rights and Gender Equality Policy is evaluated periodically.

To be reviewed at least every five years;

- Application results are analyzed,
- Necessary updates will be made.
- Changes in national and international standards are taken into account.

Effective Date and Revision Date

Effective Date: 12.02.2026

Revision Date: 12.02.2027

PREPARER	APPROVAL
R&D AND QUALITY ASSURANCE MANAGER	DEPUTY GENERAL MANAGER