



## WOMEN'S RIGHTS POLICY

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### REVISION INFORMATION

REVISION DATE	REVISION DATE	REVISION DATE
16.01.2024	00	First Release

### 1. Giriş

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## Introduction

At Arslan Alüminyum A.Ş., we adopt the principle of supporting gender equality and ensuring that women have equal rights in the workplace. This policy has been prepared in accordance with the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and other international women's rights standards.

## 2. Purpose

The purpose of this policy is to express Arslan Alüminyum A.Ş.'s commitment to providing equal opportunities for its female employees and promoting gender equality.

## 3. Scope

This policy covers all female employees and business partners of Arslan Alüminyum A.Ş.

## 4. Fundamental Principles

### 4.1. Equal Opportunities

We ensure that women have equal opportunities in recruitment, promotion, training, and career development processes. We take all necessary measures to prevent gender-based discrimination.

### 4.2. Work and Family Balance

We implement policies such as flexible working hours, maternity leave, and parental leave to help our female employees balance their work and family lives.

### 4.3. Safe Working Environment

We provide a safe and harassment-free working environment for our female employees. We implement a zero-tolerance policy against harassment and violence and provide support to employees who encounter such situations.

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#### 4.4. Education and Awareness

We regularly provide training on women's rights and gender equality to raise awareness. We educate all our employees on these issues.

#### 4.5. Health and Safety

We continuously improve our health and safety policies by considering the specific health needs of our female employees.

### 5. Implementation

- **Education and Awareness:** We regularly provide training on women's rights and raise awareness.
- **Monitoring and Observation:** We regularly audit our business processes and take necessary measures to prevent violations of women's rights.
- **Complaint Mechanisms:** We establish complaint and reporting mechanisms for our female employees. Reports made through these mechanisms are carefully reviewed, and necessary actions are taken.

### 6. Responsibilities

- **Management:** Our management team is responsible for implementing and continuously improving this policy.
- **Employees:** All our employees are required to comply with this policy and respect women's rights.

### 7. Review

Arslan Alüminyum A.Ş. commits to reviewing its women's rights policy at least every 5 years and making necessary updates. This process aims to evaluate the effectiveness of the policy and ensure compliance with changing international standards.

### 8. Conclusion

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At Arslan Alüminyum A.Ş., we see respect for women's rights as an integral part of our business. We are committed to rigorously implementing this policy in all our activities and continuously improving it. We pledge zero tolerance for women's rights violations by adhering to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and other international standards.

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