

**KUTES**

POLICIES

GENDER EQUALITY POLICY

Form No.	SF-02
Revision No.	0
Revision Date	A
Publication No.	1
Publication Date	11.09.2022

A. PURPOSE AND SCOPE

This policy sets out Kutes' responsibilities and principles for internal and external gender equality practices and strategies. It covers all employees and activities of Kutes.

B. DEFINITIONS

Gender equality is a particularly important element for accelerating sustainable development and ensuring inclusive economic growth. Building capacity within Kutes, raising awareness, and measuring the direct and indirect impacts of all services are among the priorities of the Company. In this context, Kutes aims to strengthen and implement commitments with a focused policy to create value by promoting relevant sensitive opportunities internally and externally.

C. PRINCIPLES AND GUIDELINES

1. Kutes is committed to gender equality in its workplace, business and operations and aims to create opportunities for all stakeholders to raise awareness on the issue.

2. Gender Equality is addressed with the active participation of senior management and monitored by the Sustainability Committee, which includes employees working in different disciplines.

3. Kutes acts in a way to effectively allocate its financial and social capital within the scope of the commitments it is responsible for fulfilling due to this policy.

4. It does not tolerate thoughts or acts of gender-based violence or bullying against its employees and is committed to investigating and responding to any reported, suspected or observed issue.

5. It aims to establish collaborations and partnerships with institutions and organizations, private sector companies, academics and civil society organizations on gender equality.

6. It keeps up with the declarations put forward by national and international initiatives advocating gender equality, and contributes to the increase of gender equality practices in the business world by supporting declarations that are compatible with its goals and strategies, have a high impact and offer development opportunities.

7. It pays attention to the use of gender equal language in internal and external communication. It attaches importance to ensuring gender equality in invitations extended to speakers or panelists at the conferences and seminars it organizes.

8. At the Annual General Assembly, it examines the ratio of female employees at the management level and in total employees, the activities carried out within the scope of gender equality, and the direct and indirect impacts created in concrete terms. It oversees the consistency, continuity and development of these outputs.

9. The Sustainability Committee and the Human Resources Department are responsible for the follow-up and execution of each article in this policy.

D. PRINCIPLES FOR IMPLEMENTATION

This policy is reviewed periodically and updated when deemed necessary. The Sustainability Committee is responsible for updating the policy. The Policy entered into upon the approval of the Top Management.

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CEO / General Manager

Ali Esat KUTMANGİL