

AKMERKEZ GYO WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

As Akmerkez, we host many “firsts” with carefully considered details for our visitors and guests. We place importance on sustainability, shape our activities with the aim of being one of these “firsts,” and act with a people-centered approach. In line with the Women’s Rights and Gender Equality Policy we have developed, we are committed to;

- Ensuring health, safety, and well-being for all employees without discrimination based on gender or sexual orientation,
- Supporting women’s participation in the workforce, offering equal opportunities to employees regardless of gender, implementing merit-based remuneration under the principle of “equal pay for equal work,” and promoting women’s employment, including in company management positions,
- Raising awareness of women’s rights and gender equality among our stakeholders, especially our employees and suppliers, by offering various trainings and awareness activities on this subject,
- Taking preventive measures to ensure that no one, especially women, is subjected to any form of exploitation, harassment, discrimination, suppression, or coercion, and contacting public institutions and authorities when necessary with management’s knowledge,
- Sharing our policy publicly through our corporate website and informing all stakeholders through this channel,
- Ensuring that all employees play a role in the effective implementation of the Women’s Rights and Gender Equality Policy, with the responsibility resting with the Sustainability Committee, reviewing the policy and management system at least once a year, and making improvements and updates as necessary,
- Enforcing this policy with the approval of the Board of Directors.

Akmerkez GYO Board of Directors