

BERKUT TECHNOLOGY GENDER EQUALITY POLICY

At Berkut Technology, we are committed to creating a work environment based on diversity and inclusion, where all our employees have equal opportunities. Gender equality is one of the cornerstones of the principle of justice and equity in the workplace. This policy has been prepared to ensure and sustain gender equality.

By promoting gender equality, the aim is to create an environment at Berkut Technology where all employees have equal opportunities and can work without discrimination and gender-based biases.

Principles:

Equal Opportunities: Equal recruitment, promotion, and training opportunities are provided for all employees without gender discrimination. Fair evaluation criteria are applied in job applications and career development processes.

Prevention of Discrimination and Harassment: A zero-tolerance policy is adopted to prevent gender-based discrimination, harassment, and abuse. Disciplinary processes and sanctions are applied to those engaging in such behaviors.

Fair Compensation: The principle of equal pay for equal work is adopted. Regular salary audits are conducted to eliminate gender-based pay disparities.

Work-Life Balance: Flexible working hours and leave policies are developed to help all employees, especially parents, maintain a work-life balance.

Training and Awareness: Regular training programs and awareness campaigns are organized to increase awareness about gender equality. The participation of all employees is encouraged.

Diversity and Inclusion: Policies and practices that will increase diversity and inclusion are developed. A workplace culture supporting various cultures, genders, and perspectives is created.

Implementation Strategies:

Review of Policies and Procedures: Gender equality policies are regularly reviewed and updated. New practices and areas for improvement are identified.

Transparency: Transparency is ensured in gender equality issues. All employees are informed about the policies and practices, and their opinions are taken into account.

Support Mechanisms: Consulting services and support lines are established to provide support on gender equality issues. Platforms are provided where employees can report their issues and complaints safely.

Data Collection and Analysis: Data collection and analysis processes are conducted to achieve gender equality goals. Strategies are developed and performance is monitored based on the data obtained.

Responsibilities: Management is responsible for the implementation and supervision of gender equality policies. Management leads by example in this regard, setting an example for all employees.

All employees are responsible for adhering to the principles of gender equality and contributing to the realization of these principles in the workplace.

Berkut Technology is committed to a determined and proactive approach to gender equality. With this policy, it aims to ensure that all its employees work in an equal and fair environment. Practices and policies regarding gender equality will be subject to continuous development and improvement.

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