BTA-IKB-PO-003

10-10-2024-01

BATIÇİM DIVERSITY, EQUALITY AND INCLUSION POLICY

1. PURPOSE

The purpose of Batıçim's Diversity, Equality and Inclusion Policy ("Policy") is to establish a guiding framework that reflects the approach and standards of Batıçim Batı Anadolu Çimento Sanayii A.Ş. regarding Diversity, Equality, and Inclusion, and thereby to emphasize the importance Batıçim attaches to this matter.

2. SCOPE

This Policy covers all units, departments, and business processes within Batıçim. In addition, the scope of the Policy is continuously reviewed and updated, and at least once a year, to ensure compliance with ethical, legal, and business-related developments.

Batıçim expects its suppliers, contractors, and business and solution partners to comply with this Policy and to exercise due care with respect to the matters addressed herein. For this purpose, Batıçim includes provisions requiring compliance with this Policy in the contracts concluded with suppliers, contractors, and business partners.

3. DEFINITIONS

Abbreviation / Term	Description
UN	United Nations International Organization
Diversity	Understanding, accepting, and valuing differences among people.
Equality	Fair treatment of all individuals and equal opportunities for development and advancement for everyone.
Inclusion	Creating an environment in which every employee feels welcomed with respect, valued, supported, and able to perform at their best.
Human Rights	Inherent rights belonging to all individuals without discrimination based on gender, race, color, religion, language, age, nationality, differences of opinion, or property status, encompassing the right to an equal, free, and dignified life.
Universal Declaration of Human Rights	A landmark document in the history of human rights, drafted by representatives from diverse legal and cultural backgrounds worldwide and proclaimed by the UN General Assembly in Paris on December 10, 1948, as a common standard of achievement for all peoples and nations, emphasizing the universal protection of fundamental human rights.
Women's Empowerment Principles (WEPs)	A set of principles guiding the business community on how to promote gender equality and women's empowerment in the workplace, marketplace, and community. Developed by the UN Global Compact and UN Women, these principles are based on the recognition that businesses have a role and responsibility in advancing gender equality and women's empowerment in line with international labor and human rights standards.
Zero Tolerance Principle	An approach that provides no tolerance for any violation or misconduct and foresees strict and decisive sanctions.
Principle of Equal Opportunity	An approach that ensures equal opportunities for all individuals regardless of gender, age, race, religion, disability, or any other grounds, aiming to enable individuals to fully realize their potential through equal access to education, employment, and other social rights.

Abbreviation / Term	Description
Senior Management	Defined as the Members of the Board of Directors and the Members of the Executive Committee collectively.
Ethics Committee	The body established under the Code of Business Ethics and Working Principles, responsible for evaluating reports submitted within the scope of this and other relevant policies and regulations, and for providing recommendations regarding the methods, procedures, and practices to be followed in cases of ethical rule violations within the organization.

4. RESPONSIBILITIES

All Batıçim employees and managers at every level, including senior management, are responsible for complying with, implementing, and supporting this Policy. Batıçim expects and supports its suppliers, contractors, and business and solution partners in acting in accordance with this Policy.

5. IMPLEMENTATION

5.1 General Principles

In the course of its activities, Batıçim adopts a Diversity, Equality, and Inclusion approach in line with its commitment to economic, environmental, and social sustainability for its employees, as well as for its business and solution partners, suppliers, and contractors.

The main reference sources of this Policy are the policies and principles of international organizations, as well as national and international legislation based on Diversity, Equality, and Inclusion. In this context, Batıçim observes and applies the following frameworks in its activities:

- The Ten Principles of the UN Global Compact,
- Sustainable Development Goals,
- Universal Declaration of Human Rights,
- United Nations Global Compact,
- Women's Empowerment Principles,
- ILO Declaration on Fundamental Principles and Rights at Work,
- United Nations Guiding Principles on Business and Human Rights, and
- Other relevant national and international legislation.

The Human Resources Department does not engage in discrimination in any of its business processes or employment relationships based on visible or non-visible characteristics, including race, nationality, color, religion, language, age, sect, marital status, sexual orientation, gender identity, philosophical beliefs, political opinions or affiliations, ethnic identity, health status, family responsibilities, economic status, trade union activities or membership, or physical disability.

5.2 Principles

5.2.1 Gender Equality

The Women's Empowerment Principles (WEPs) are a global framework developed by the United Nations to promote women's economic participation, leadership, access to education and healthcare, and overall gender equality. These principles encourage the business community to take action on gender equality and women's rights.

As Batıçim, we:

- Encourage all employees to take action in support of gender equality,
- Use gender-sensitive language in internal and external communications,
- Do not discriminate based on gender in compensation policies, and
- Ensure gender equality in recruitment processes.

5.2.2 Inclusion

Diversity and inclusion are considered corporate assets at Batıçim. We foster an inclusive culture in which individual differences and employee contributions are recognized and valued, and we manage all processes involving customers, business partners, shareholders, and suppliers in line with inclusion principles.

- We provide training and programs to develop inclusive communication and behavior free from bias and judgment.
- We encourage diversity of thought and establish communication channels that enable employees to share ideas and suggestions, supporting participation.
- We avoid language and expressions that hinder diversity of thought.
- We promote age, gender, cultural, and other forms of diversity within teams.
- We value employees' opinions and shape our practices based on their needs, using all available channels to listen to them.

5.2.3 Equal Opportunity

At Batıçim, diversity and inclusion are a source of organizational strength. Accordingly, we:

- Provide fair and equal opportunities to all employees, candidates, and business partners,
- Apply the Zero Tolerance Principle against discrimination in Human Resources processes and employment relationships,
- Make recruitment, assignment, and promotion decisions based on competence, experience, knowledge, skills, and job requirements,
- Ensure equal opportunity in performance evaluation, career planning, and promotion processes,
- Observe equal opportunity in training and talent development programs,
- Support the adoption of the Equal Opportunity Principle through various training programs,
- Regularly review business processes and practices in line with the Equal Opportunity Principle and implement necessary improvements, and
- Act as an employer mindful of its social impact and committed to equal opportunity.

6. VIOLATIONS AND CONSEQUENCES

If you become aware of any behavior or practice that violates this Policy or applicable Equality, Diversity, and Inclusion legislation, you may submit your notification to Batıçim via the e-mail or postal address below:

E-mail: etik@batianadolu.com

Address:
Attn: Human Resources Department

Batıçim Batı Anadolu Çimento Sanayi A.Ş.

Ankara Street No: 335

Bornova / İZMİR

Violation notifications submitted within the scope of this Policy are handled by the Ethics Committee, which operates under the Executive Committee, in accordance with the Code of Business Ethics and Working Principles.

7. EFFECTIVE DATE

This Policy shall enter into force upon approval by the Members of the Board of Directors.

8. ENFORCEMENT

The Human Resources Department is responsible for the preparation, review, updating, and implementation of this Policy.

9. RELATED DOCUMENTS

- Batıçim Code of Business Ethics and Working Principles
- Batıçim Human Rights Policy
- Universal Declaration of Human Rights
- UN Women's Empowerment Principles (WEPs)
- United Nations Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights