

BATI ANADOLU GROUP OF COMPANIES DIVERSITY, EQUALITY AND INCLUSION POLICY

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BATI ANADOLU GROUP OF COMPANIES DIVERSITY, EQUALITY AND INCLUSION POLICY

1. Purpose and Scope

The purpose of the Batı Anadolu Group of Companies Diversity, Equality, and Inclusion Policy (the "Policy") is to establish a guideline that reflects the approach and standards regarding Diversity, Equality, and Inclusion in the activities carried out by Batı Anadolu Çimento Sanayii A.Ş. and its subsidiaries, which are directly or indirectly controlled ("Batı Anadolu Group of Companies"), and to emphasize the importance Batı Anadolu Group places on this issue.

Batı Anadolu Group of Companies expect all business partners, to the extent applicable, to act in compliance with this Policy and take the necessary steps to ensure this.

2. Definitions

Abbreviation	Description
UN	United Nations International Organization.
Diversity	Relates to understanding, accepting, and valuing the differences between people.
Equality	Means treating everyone fairly and providing equal opportunities for everyone.
Inclusion	Refers to creating an environment where every employee is welcomed, respected, valued, supported, and able to do their best work.
Human Rights	Refers to the inherent rights all individuals possess by virtue of being human, regardless of gender, race, color, religion, language, age, nationality, differences in thought, and differences in wealth. It includes the right to live equally, freely, and with dignity.

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Universal Declaration of Human Rights	A milestone document in the history of human rights, prepared by representatives with different legal and cultural backgrounds from all regions of the world. It was proclaimed by the United Nations General Assembly in Paris on 10 December 1948, as a common standard of achievements for all peoples and all nations, emphasizing the universal protection of fundamental human rights.
Women's Empowerment Principles ("WEPS")	A set of principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace, and community. These principles were developed by the UN Global Compact and UN Women, based on international labor and human rights standards, and acknowledge the role and responsibility of businesses in promoting gender equality and women's empowerment.
Zero Tolerance Principle	A policy of not allowing any infractions or misconduct and imposing strict and severe penalties.
Equal Opportunity Principle	A principle that provides equal opportunities to all individuals without discrimination based on gender, age, race, religion, disability, or any other factor. This principle aims to ensure that individuals can fully realize their potential and equally benefit from education, employment, and other social rights.

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Top Management	Refers to the Board of Directors members and Executive Committee members collectively.
Bati Anadolu Group of Companies Ethics Committee	An organization established to evaluate notifications related to ethical rule violations within the framework of the Bati Anadolu Group Code of Business Ethics and Work Principles and to advise the management of Bati Anadolu Group of Companies on the procedures, methods, and practices to be followed in such cases.

3. General Principles

During the activities carried out by Batı Anadolu Group of Companies, the approach of Diversity, Equality, and Inclusion is fundamental, particularly for its employees, as well as for business partners, suppliers, and contractors, in alignment with the understanding of economic, environmental, and social sustainability.

The primary reference for this Policy is the policies and principles that are based on Diversity, Equality, and Inclusion as fundamental concepts in international organizations' and national and international legal regulations. In this context, Batı Anadolu Group of Companies take into account and apply the following Diversity, Equality, and Inclusion regulations in their activities:

- The 10 Principles of the UN Global Compact,
- Sustainable Development Goals,
- Üniversal Declaration of Human Rights,
- Un Guiding Principles on Business and Human Rights,
- UN Nations Global Compact
- Women's Empowerment Principles
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- Other Relevant National and International Legal Regulations
- Other relevant national and international legal legislation.

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Bati Anadolu Group of Companies' Human Resources Department does not engage in discrimination based on race, nationality, color, religion, language, age, sect, marital status, sexual orientation, gender identity, philosophical views, political views or affiliations, ethnic identity, health status, family responsibilities, economic status, union activities or membership, physical disabilities, or other visible or invisible reasons in all business processes and relationships.

4. Our Principles

4.I Gender Equality

WEPs, is a global framework developed by the United Nations. These principles were created to promote women's economic participation, ensure their leadership roles, secure their basic rights such as education and health, and support gender equality. These principles encourage the business world to take action on gender equality and women's rights.

As Bati Anadolu Group, we;

- Encourage all our employees to take action for gender equality.
- Use gender-sensitive language in internal and external communication.
- Do not discriminate based on gender in our compensation policy.
- Maintain gender balance in recruitment.

4.II Inclusion

Diversity and inclusion are corporate assets. At Bati Anadolu Group;

- We develop an inclusive culture where individual differences and contributions of employees are recognized and valued, and we conduct all processes with our customers, business partners, shareholders, and suppliers based on the principles of inclusion.
- We provide training and various programs to encourage our employees to develop inclusive communication and behavior free from the effects of bias and judgment, and open to different perspectives.
- We promote diversity of thought and establish communication channels where employees can express their views and suggestions, supporting participation.
- We avoid using expressions and language that may hinder diversity of thought.
- We promote diversity in teams based on age, gender, culture, etc.
- We value our employees' thoughts, shape our practices according to their needs, and use every possible channel to listen to them.

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4.III Equal Oppurtunity

Diversity and Inclusion are corporate assets. At Batı Anadolu Group;

- We provide fair and equal opportunities to all employees, candidates, and business partners.
- We apply the Zero Tolerance Principle against discrimination in Human Resources Department processes and working relationships.
- We make decisions in recruitment, appointment, and promotion processes based on competence, experience, knowledge, talent, and the requirements of the job.
- We provide equal opportunities in performance measurement and evaluation, career planning, and promotion processes.
- We ensure equal opportunities in training and talent development programs for employees.
- We support every employee's adoption of the Equal Opportunity Principle through various training and programs.
- We regularly review and make Equal Opportunity Principle.necessary improvements to business processes and practices according to the
- We act in line with the identity of an employer who is aware of the social impact area and ensures equal opportunities.

5. Authority and Responsibilities

All levels of employees and managers of Batı Anadolu Group of Companies, including Top Management, are responsible for complying with, implementing, and supporting this Policy. Batı Anadolu Group of Companies expectand support all suppliers, contractors, and business partners to act in compliance with this Policy.

All company employees at every level are responsible for managing the business processes in their respective administrative and commercial functions in accordance with this policy.

6. Reporting Policy Violations

If you become aware of any actions or practices that violate this Policy or the applicable Equality, Diversity, and Inclusion regulations, you can report them to the following email address or postal address of Batı Anadolu Group of Companies.

E-Posta :etik@batianadolu.com

Adres :Ankara Caddesi No: 335- Bornova/İZMİR / Attention: Human Resources Department
Batıçim Batı Anadolu Çimento Sanayi A.Ş.

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The Human Resources Department is responsible for the arrangement, review, and renewal of this policy. The Human Resources Department may seek support from the Batı Anadolu Group Legal Department within this scope.

Reports of violations under this Policy are resolved within the Batı Anadolu Group Ethics Committee, which operates under the Batı Anadolu Group of Companies Executive Committee ("Executive Committee") and is regulated within the Batı Anadolu Group Code of Business Ethics and Work Principles.

7. Publication, Storage, and Update Frequency of the Policy

This Policy is published by the Human Resources Department with the decision of the Executive Committee and is stored electronically.

The Human Resources Department reviews or ensures the review of the Policy at least once a year and updates it if necessary.

8. Enforcement

The Batı Anadolu Group of Companies Diversity, Equality, and Inclusion Policy enters into force with the decision of the Executive Committee.

9. Related Documents

1. Code of Business Ethics and Work Principles

"This policy applies to all Batı Anadolu Group of Companies. "

The companies within Batı Anadolu Group of Companies are as follows:

- Batıçim Batı Anadolu Çimento Sanayii A.Ş.
- Batisöke Söke Çimento Sanayii T. A.Ş.
- Batıbeton Sanayi A.Ş.
- Batılıman Liman İşletmeleri A.Ş.
- Ash Plus Yapı Malzemeleri Sanayi ve Ticaret A.Ş.
- Batıçim Enerji Elektrik Üretim A.Ş.
- Batıçim Enerji Toptan Satış A.Ş.