



PETROL OFISI GROUP GENDER EQUALITY POLICY

As Petrol Ofisi Group, we passionately believe in upholding gender equality as an essential cornerstone of human rights. Gender equality signifies the principle that every individual should possess equal rights, opportunities, resources and responsibilities, irrespective of any form of gender-based discrimination. We recognize gender equality as a fundamental human right and our goal is to provide a fair, equitable and secure working environment for all.

For this purpose, as Petrol Ofisi Group, we are committed:

- To be an institution that offers equal opportunities to everyone regardless of language, religion, race, age, ethnicity and gender, recruits through measurable tests and competency-based job interviews within the scope of compliance with the job description, and offers equal opportunities to all its employees in all processes starting from recruitment,
- To operate based on the principle of equality in every aspect, from employment experience to communication and education,
- Not to tolerate any form of discriminatory attitude, behavior, or practice under any circumstances,
- To continue our efforts within a working environment of equality, safety and fairness,
- To provide equal access to resources, opportunities and rights,
- To consistently treat each other with respect, reliability and fairness,
- To provide equal opportunities to everyone in all human resources processes, including performance measurement and evaluation, career planning, rewarding and promotion, training-development programs,
- To compensate all employees fairly and equally, regardless of language, religion, race, age, ethnicity and gender, if they do the same job,
- To provide all employees with a healthy, peaceful and safe-working environment free from all kinds of mobbing, violence, harassment, oppression and threats,
- To take the utmost care in using an equitable and inclusive language in all our communications with both our managers and employees,
- To act in accordance with the principle of equality in all our relations with our customers, suppliers, business partners and all stakeholders,
- To consistently respect human rights and to value all our employees equally, regardless of gender, language, religion, race, or ethnicity.

Petrol Ofisi Group

CEO

Mehmet Abbasoğlu