



## İYA TEXTILE SOCIAL GENDER EQUALITY POLICY

**PURPOSE AND EXPLANATION:** This policy declares, commitment to gender equality regarding the practices of İYA Tekstil's workplace policies, procedures and activities. While we embrace our role in ensuring equal participation in the workforce with a gender equality approach, we support the strengthening of women's presence in social and economic life and the increase in the rate of participation in the workforce. We undertake that this policy will be meticulously implemented in our company, which adopts gender equality as a principle, and that its follow-up and control will be done by the senior management.

**COMPLIANCE REQUIREMENTS:** BSCI Code of Conduct, İYA TEKSTİL; Anti-Harassment and Abuse Policy , Unethical Behaviors Research and Deterrence Procedure , Business Ethics Rules , Ethics Committee Working Principles , Human Rights and Employee Rights Policy , Child Abuse Measures Procedure , Information Security Policies and Procedures , Human Resources Policy , İYA Tekstil Gender Equality It completes its policy. The procedures of all departments comply with this policy.

**SCOPE OF THIS POLICY:** The policy covers İya Tekstil employees, representatives, consultants, interns and everyone who provides goods and services to İya Tekstil, as well as all the people to whom İYA TEKSTİL provides services, local institutions, visitors and other individuals with its policies and procedures developed with a gender equality approach. .

**RESPONSIBLES:** While the Business Development Department, Human Resources and Employee Representatives are responsible for the implementation and follow-up of this policy; All employees of İYA TEKSTİL are responsible for the implementation of the policy. All managers and Department Heads are personally responsible for ensuring that employees receive and implement the policy document. The Human Resources and Business Development Department is responsible for the follow-up of the dissemination and monitoring activities regarding the implementation of the policy.

### **POLICY PRINCIPLES**

- Supporting the gender equality approach;
- To create a corporate culture that prioritizes the safety of women and LGBTI+ individuals and feels respected;
- To eliminate gender-based discriminatory attitudes, behaviors and discourses within the institution and to strengthen communication sensitive to gender equality;
- Observing gender balance and gender diversity in all departments, management levels and occupational groups
- To ensure that the development, implementation and evaluation processes of activities and projects are carried out by considering the gender equality approach;
- Adopting the provision of gender equality at all stages of its activities as a principle, to continuously improve these policies for the equal access of the employees of the person organization and company in which it operates.
- Implementing and developing the principles of "equal pay for equal work" and "equal voice" based on the principle of equality without gender discrimination

**POLICY BASES:** Gender equality is a fundamental human right. 'UN Convention on the Elimination of All Forms of Discrimination against Women' (CEDAW), 'Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence' (Istanbul Convention) to ensure gender equality and prevent gender-based discrimination and violence, Rights and principles defined by the 'Universal Declaration of Human Rights' and ILO 5 (International Labor Organization) Conventions.

**ADAPTATION PROCEDURE:** Gender Equality Policy has been approved by the Board of Directors of İya Tekstil. It enters into force after the signature of the General Manager of İya Tekstil. Then, the database of the Business Development Department is accessible to stakeholders in Turkish and English. The Business Development Department is responsible for communicating the Gender Equality Policy to all stakeholders in the most appropriate and accessible way.

**RULES:**

- İya Tekstil: In line with company strategies, it takes the characteristics of the job as a basis in the distribution of work and task, and prevents gender inequality. Everyone is appointed and promoted on equal terms,
- In determining the wages, the content and quality of the work performed, not the gender of the person, are taken as basis.
- • Pays attention not to use discriminatory and sexist content in the internal and external communication language of the institution.
- • It encourages suppliers and the organizations with which it cooperates to carry out studies in the field of gender equality.
- • Does not tolerate thoughts and actions regarding gender-based violence or bullying against its employees; undertakes to investigate and intervene in every reported, suspected or observed issue.
- When people who are subjected to violence apply to the Human Resources Department, they direct them to authorized institutions for support, and support the person by checking and following their situation within the company.
- • If there is an employee who has been exposed to domestic violence and applied for this issue, it supports the person by cooperating with the non-governmental organization, law enforcement and other government institutions.
- • It accepts that employees who are victims of domestic violence may experience performance problems such as absenteeism, tardiness and low productivity, and tries to find solutions for the benefit of the person.
- It organizes various trainings for its employees to raise awareness on gender equality and domestic violence, and tries to prevent violence by raising awareness.