

**ANADOLU SİGORTA
EQUALITY POLICY**

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1. PURPOSE AND SCOPE

Our Company has become a signatory to the United Nations Women’s Empowerment Principles (UN WEPs) with the purpose to “Empower women and girls and ensure their equal rights”, which is one of the **Sustainable Development Goals** (SDGs).

Along this line, our Company committed to achieve increased awareness of equality in business and social life among the entire employee body.

This policy covers Anadolu Sigorta’s commitments in relation to equality.

2. EXECUTION

We hereby pledge to work to achieve the following:

- Create awareness among all employees of Anadolu Sigorta about ensuring gender equality without exercising discrimination in whatsoever manner while pursuing human rights; ensure espousal of equality and inclusiveness as working culture and raise public awareness of the matter,
- Make use of social networks to raise public awareness to ensure gender equality and emphasize gender equality in communication activities,
- Raise gender equality awareness among families and social circles via our employees,
- Offer training programs on gender equality, diversity and inclusiveness to all our employees,
- Employ gender-neutral language in our communications and avoid discriminatory and sexist language,
- Demonstrate zero tolerance to any sort of violence and discrimination, and provide a respectful and safe working environment for our employees,
- Inform our employees about the institutions and organizations to be contacted in case of domestic violence,
- Implement the principles of equality and “equal pay for equal work” treating all sexes equally in the future as we have always done,
- Continue in the future to guarantee equal terms in the appointment of all our employees and keep demonstrating an egalitarian approach in the recruitment process as always,
- Support women entrepreneurs engaged in the sector with the goals of increasing female employment and women’s empowerment,
- Assist civil society organizations and alliances in relation to gender equality initiatives,
- Take steps to propagate appreciation of equality throughout the value chain and to raise awareness of our stakeholders.

At Anadolu Sigorta, all these efforts and initiatives are coordinated by the Equality Committee.

We hereby pledge to adopt equality as the central element of the working life, implement it carefully, and provide monitoring and control mechanisms.

We can build a **#MoreEqual** world and business life for all...