

Borçelik Gender Equality Policy

I Brief

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Spread the Word

Gender equality is a perspective and a way of thinking that concerns, and should be adopted by, everyone in Türkiye and around the world.

Borçelik wants to share this vision that is at the heart of our activities with all our employees and with everyone we are able to. We thus want to “Spread the Word” to raise awareness about this issue.

Equality is our leading need in both social and business life. We are committed to adopting an understanding of sustainable equality in recruitment processes, working conditions, training, career planning wages and compensation, and to further reinforcing this understanding with our stakeholders. In this regard our aim is to “Spread the Word”.

Borçelik Values and Social Responsibility

Borçelik respects human rights and treats all the employees in line with the basic principle of equality. As a signatory of The Women's Empowerment Principles, established in 2010 with the cooperation of The United Nations Global Compact and The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), we develop strategies to support the Gender Equality, which is among the Sustainable Development Goals (SDGs). Accordingly we:

- Approach all of our individual differences as potentially nurturing the values, perspectives and activities that make us who we are.
- Ensure the dissemination of our work and principles to our shareholders, employees, all departments within Borçelik, and to our business partners and stakeholders.
- Consider these principles as fundamental parts of our value creation process and aim to act as a role model for the transformation of gender stereotypes, while working towards raising the awareness on Gender Equality in all departments within Borçelik.
- Play an active role in the employment of women in the Turkish metal industry, carrying out training and activities to raise the awareness of future generations about gender equality and the empowerment of women.

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Inclusive Solutions

The Borusan Gender Equality Policy adopts the “Equal Borusan” commitment. In this regard, the Borçelik “Equal Borusan” Committee develops and implements projects that raise awareness of the principles of equality within the seven Women's Empowerment Principles (WEPs), monitors company targets and take actions to improve them. We thus:

- Support our female and male employees participate in gender equality training.
- Offer our employees inclusive, human-centered, development-oriented work environments that adhere to the principles of business ethics and support high performance.
- Create a work environment and work practices that maintain the work-life balance and try to raise awareness about the role of equality in family life.

Human Resources Processes and Equality

We take measures to prevent all kinds of discrimination, prejudice and unconscious prejudices in all human resources processes.

Talent Acquisition and Promotion

The main criterion in our recruitment process is the person's suitability for the job. We thus:

- Work in collaboration with schools, develop joint programs and support the development of female students with internship and training opportunities in line with the aim of encouraging women's employment.
- Act in line with a short and medium-term action plan aimed at maintaining a gender balance in both in office roles and in jobs in the field. We support the development of women's competencies in the employment process through our vocational training courses and certification programs. We also provide employment for women and men outside of traditional business areas.
- Make assessments based on equality of opportunity independent of motherhood and gender for the purposes of promotion and succession. We follow metrics to increase the number of female role models and leaders and to ensure equal representation in management.
- Objectively determine and implement remuneration policies based on the potential and performance of the person, regardless of gender.

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- Objectively assess our employees based on their performance during their active working hours for the purpose of performance management. Periods of absence due to reasons such as giving birth or compulsory military service have no effect on the year-end performance assessment

Development & Leadership

Borçelik never discriminates based on gender and aims simply to consider the needs and development areas of our employees in directing them towards training to support their personal and technical development.

We also design and implement programs that support the development of female leaders, strengthen women's professional skills, support their career development and strengthen their development.

Communication

We are committed to reflecting an awareness of gender equality in all our statements, as well as in internal and external communications, and we have thereby adopted a gender-sensitive approach in the use of language internally. We have adopted the principle of transforming gender-based stereotypes through all our communication processes.

Zero Tolerance for Violence

Owing to our zero tolerance for violence we take a clear stance against all forms of violence against women. We engage in communication and social responsibility activities in order to raise awareness in society at large of this issue.

We take into account not only physical violence but also psychological, economic, sexual and cyber violence. The Borusan Gender Equality and Domestic Violence Guide, which addresses domestic violence and all forms of violence including violence against children, is aimed at guiding our managers and employees on what to do in such situations.

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