

Equality, Diversity and Inclusion Policy

As Çolakoğlu Metalurji, we take concrete steps to provide equal opportunities for all our employees and stakeholders, and to create a working environment where everyone feels valued. With this committed approach, we embrace diversity as a source of strength across our workforce and all business processes, ensuring equal opportunities and building an inclusive workplace culture.

We adopt the following principles based on this purpose:

- Implementing fair and transparent remuneration policies in line with the principle of equal pay for equal work, regardless of gender,
- Ensuring equal opportunities in career development, performance evaluation, and training for our employees,
- Applying a zero-tolerance policy against gender-based violence, harassment, and discrimination in the workplace,
- Supporting the inclusion of individuals from different backgrounds, experiences, and identities within our organization,
- Setting targets to increase gender diversity in management levels and decision-making processes, and encouraging the achievement of these targets,
- Prioritizing collaboration with suppliers and business partners who support diversity and inclusion in business processes and across the supply chain,
- Providing a safe, respectful, and supportive working environment for all employees,
- Ensuring equal opportunities and resources for employees from diverse ethnic backgrounds, genders, and life experiences,
- Supporting the awareness of all employees on equality in their professional and social lives, and fostering the integration of a culture of equality into our corporate structure.

11/09/2025

Uğur DALBELER

CEO

