



**ULUSOY UN EQUAL  
OPPORTUNITY  
POLICY**



## **1.Objective**

This policy sets out Ulusoy Un's responsibilities and principles regarding equal opportunity practices.

## **2.Scope**

This policy is applicable to Ulusoy Un General Directorate, Production Facilities and Subsidiaries and It covers all employees and activities.

## **3.Responsible**

The Human Resources Directorate and unit managers are responsible for monitoring each item in the Equal Opportunities Policy.

## **4.Application**

- Ulusoy Un follows the principle of equality for all of its employees. In accordance with these principles:
- In all human resources practices; within the scope of the recruitment process in the content of advertisements, in interviews and in the employee selection process, performance measurement and evaluation, career planning, promotion system, training and development programs and the wage offers equal opportunity in its policy.
- While implementing the Equal Opportunity Policy, it does not discriminate on the basis of gender, religion, sect, race, marital status, philosophical belief and similar visible or invisible reasons, and provides a working environment based on the principle of Equal Opportunity.



- Ensures the participation of women as decision makers at management levels and continuously ensures equality between women and men in management.
- Supports the professional and personal development of employees through training and continuous feedback.
- It strives to ensure that every employee adopts the principle of equal opportunity through various trainings and social responsibility projects.