

## Human Rights Policy

As GDZ Electricity Distribution, we believe that we need to create value for all our stakeholders, society and the environment in our journey to maintain our leading position in the sector and to become a brand that transforms from local to national and national to global. We know the importance of fulfilling the requirements of global standards for sustainability, and we adopt an approach that takes into account the sustainability of natural resources and the environment in our responsibility to leave healthy resources to them, taking into account the needs of future generations.

In this context, our company, which accepts Human Rights as an integral part of the Code of Ethics regarded the followings as a Human Rights policy;

- To ensure that our employees, business partners, suppliers, contractors, subcontractors and all affiliate companies act in accordance with the GDZ Electricity Distribution Human Rights Policy,
- To observe the rights of indigenous people, immigrants and refugees and women and girls living in the regions where we operate and to take measures against violations of rights,
- To comply with national and international laws and regulations related to Human Rights, to ensure that our business partners, suppliers, contractors, subcontractors also comply, to respect the right to property,
- To base our commitments on Human Rights on the United Nations Universal Declaration of Human Rights to which Turkey is a signatory,
- To take decisions in line with the United Nations Universal Declaration of Human Rights in all our investment activities and operations covering these activities and to organize our activities in this direction,
- Not to tolerate discrimination within the scope of race, religion, language, color, age, gender, family status, national origin, employment, profession, social background, health status, physical disability, sexual preference, possible pregnancy, union activities or other factors
- Valuing the differences of our employees, adopting diversity to achieve our goals,
- To provide equal rights to all our employees in terms of remuneration, performance assessment, equal career opportunities, employment and similar issues, to provide fair wages and working hours and to announce all developments related to our equal opportunity plans through internal and external communication channels,
- To secure the principles of equality of opportunity for women and men in all our human resources policies and procedures by supporting the participation of women in the workforce, and to increase the rate of employment,
- To improve the gender balance in the decision-making mechanisms and to increase the proportion of women in the board of directors and senior management of our company,
- Not to allow the employment of personnel who are classified as child workers at any stage of our activities,
- To secure the issue of not employing child labor in the contracts made with our suppliers, contractors, subcontractors and to take this issue into consideration in the audits, to defend human rights in all our activities and every step of our supply chain
- To establish fair training and support processes in order to ensure equality between our employees and to specifically encourage the participation of our employees in these trainings,
- Not to allow forced labor under conditions that do not comply with laws and regulations at any stage of our activities and not to purchase materials or services from companies that apply forced labor,

- To value all our stakeholders by accepting age, religion, language, gender, race, culture, other differences and to ensure that our egalitarian approach is spread to all our business partners, suppliers, contractors, subcontractors
- To prevent all kinds of situations that will hinder our employees from exercising their right to freedom of expression in the business environment and to allow cooperation with non- governmental organizations,
- To respect the right of our employees to collective bargaining and freedom of association and to prevent discrimination against the employee representative,
- To provide our employees with healthy, ergonomic, hygienic, safe and pleasant working conditions,
- Not to allow any violation of occupational health and safety principles to endanger the health, safety and/or life of the employees and to take the necessary measures,
- To be a socially reliable employer to our employees with our company reputation,
- To provide a safe and happy work environment with the understanding of human resources that does not break away from human rights and ethical values, to take into consideration the work-family life balance and to take into consideration the needs of working parents while creating the working environment and conditions,
- To continue our operations in an ethical and transparent manner, to show zero tolerance to corruption and unethical behavior,
- To establish and maintain an effective corporate governance approach,
- Not to tolerate incidents such as maltreatment, intimidation, inhuman or degrading treatment, psychological violence, harassment and abuse through verbal or written communication in the business environment,
- To stand against all violent behaviors, including domestic violence, violence against nature and animals, in the workplaces or in the private life of our employees,
- To be sensitive to the environment for a livable and green world and to consider the principle of nature conservation as a priority in all its activities,
- To monitor our ESG performance continuously and to inform our stakeholders through reports/ disclosures on ESG issues that may seriously affect the views of our stakeholders,
- To ensure the highest level of representation within our organization of the follow-up of the issues included in the Declaration of Human Rights and Company's Policy, and to announce this committed and implemented policy to all our employees,
- To create an honest and transparent Company culture in accordance with international standards and local laws and regulations,
- To give importance to the sharing of employees about our policy and to evaluate possible policy violations communicated to [etik@gdzelektrik.com.tr](mailto:etik@gdzelektrik.com.tr),
- To make it accessible to the public and third parties,
- To increase our rate of senior and middle level female managers to 20 % by the end of 2024
- To follow up our policy by ensuring effective communication with our stakeholders.