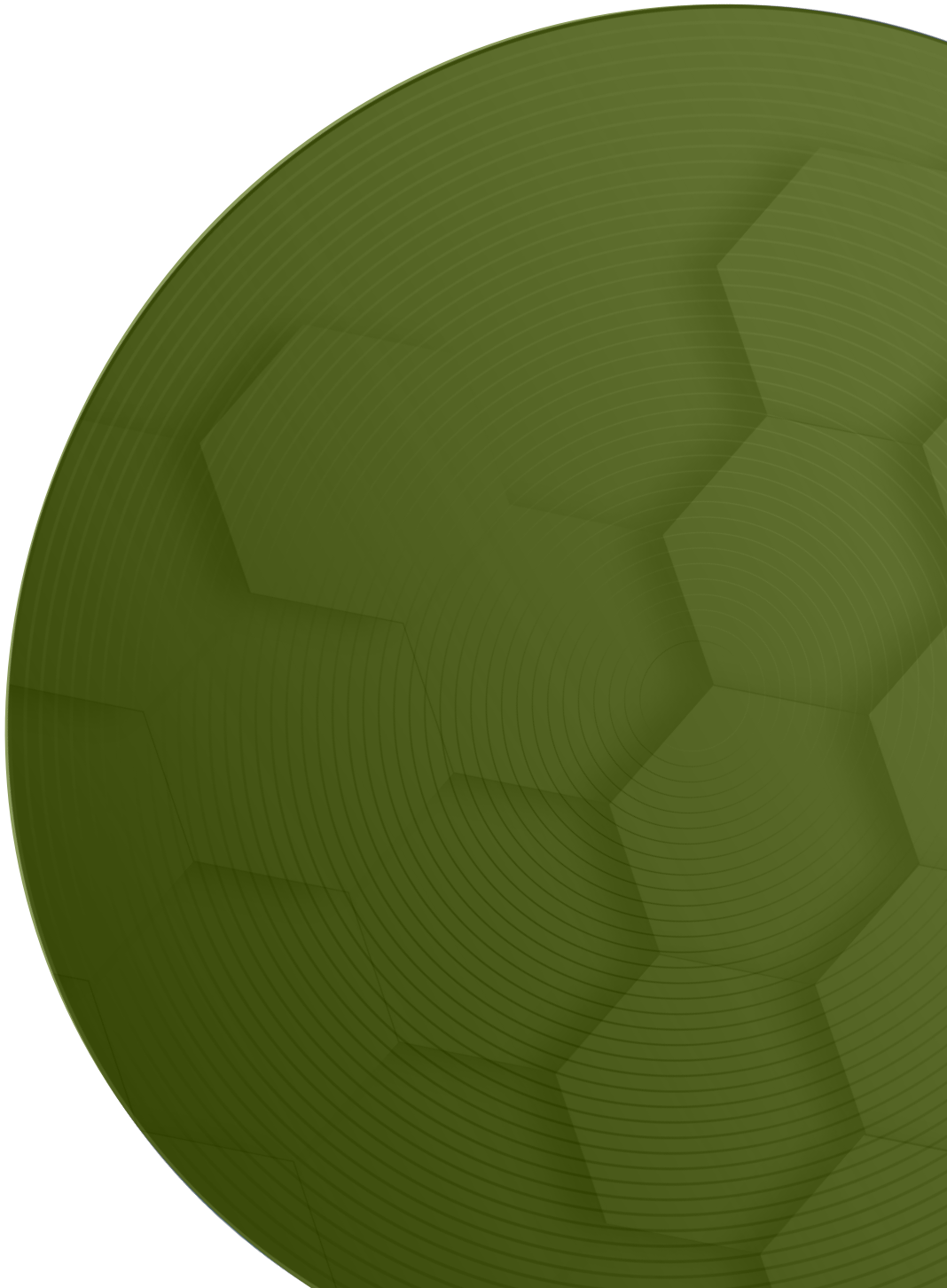


Equality
At
Bozbros



EQUALITY AT BOZBROS

As BozBros, we offer equal opportunities to all our employees regardless of race, gender, age, religion, sexual orientation or disability. We encourage and appreciate diversity and work to ensure that each individual feels valued and respected. Our commitment to human rights and equality also applies to our suppliers and business partners. We respect the cultural and religious sensitivities of our employees and embrace each other with their differences. We participate in local studies and meetings to increase women's employment. (Denizli Chamber of Industry)

Ensuring Equality Mechanisms

Human Rights Procedure:

This procedure, which guarantees that all rights of employees are respected, ensures that diversity and inclusiveness are protected in the workplace.

Supply Chain Compliance Policy:

We expect our suppliers and business partners to comply with the same standards. This policy requires the adoption of an equal and inclusive approach throughout the entire supply chain.

Job Advertisements:

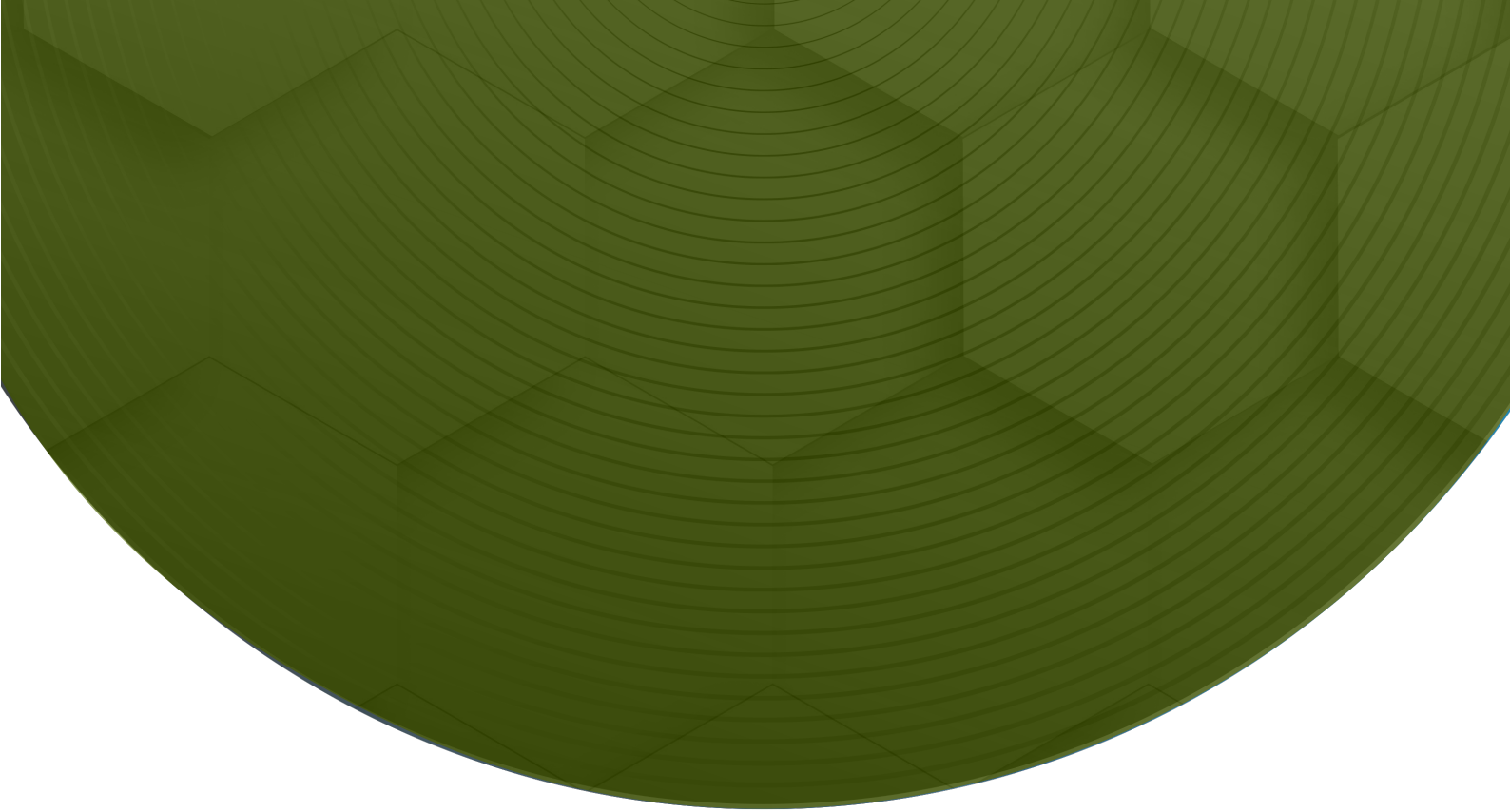
When creating new job advertisements, we never specify criteria such as religion, race, gender or age. Advertisements are completely based on competence and experience.

Religious and Cultural Sensitivities:

Requests for leave from our employees with different religions and cultures on culturally important days (e.g. religious holidays) are met with understanding and the necessary permissions are granted.

These procedures aim to promote inclusiveness by maintaining a fair and equitable approach in all internal and external processes.

It covers all employees, managers and suppliers of BozBros. Equality principles apply to all our business processes, from recruitment processes to promotion and training opportunities. Measures are taken against any discrimination or exclusion.



BOZ/Bros
D·R·U·M·S/R·E·E·L·S