

DECLARATION OF EQUALITY AT WORK

As **ANKASAN MAKİNE A.Ş.**, we declare this manifesto to be implemented in our working environment and undertake to;

- Unconditionally respect the human rights.
- Ensure all of our employees under our organization to bear the 'Respect' principle described and stated in their Job Definitions.
- Behave in line with the basic principle of equality to all of our employees without racial, color, gender, age, religious belief, political view, nationality, social status discrimination.
- Show 'zero tolerance' to all kinds of discrimination based on race, color, gender, religious belief, political view, nationality, social status.
- Ensure an environment where all of our employees are able to share their opinions and suggestions without discriminating any job and position in our business processes.
- Be fair in work load distribution.
- Encourage the woman attendance to labor.
- Carry out activities ensuring health, safety and welfare without discriminating any of our employee.
- Emphasize the principle of equal opportunity among our employees also in our Human Resources Policy.
- Create and ensure the continuity of a working environment and conditions maintaining the balance between work, family and personal life balance.

Ahmet Yasar

General Manager

ANKASAN MAKİNE A.Ş.

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