



DIVERSITY and INCLUSION POLICY

1. PURPOSE

Nuh Cement Industry Inc. The diversity and inclusion policy for the company aims to create an environment that will help the company to have a positive attitude towards employees of different cultures, ethnic groups, and genders and to combine distinctive features in the workplace. This policy respects the cultural, religious, and gender differences of the company's employees based on equal treatment, respect, fairness, and equal opportunity. In the implementation of this policy, the institution aims to increase the understanding between different cultures by providing training and awareness programs to its employees. In addition, it aims to benefit from these differences and increase the work performance of the team by creating teams and projects where employees from different ethnic groups work together.

Diversity and Inclusion Policy; Nuh Cement Industry Inc.'s commitment to diversity and inclusion in its workforce. This policy; Nuh Cement Industry Inc. It is in line with our ethical principles that apply to employees and all business partners in its own company and affiliated companies.

2. DEFINITIONS

Diversity: It is defined as the acceptance of all differences, regardless of culture, race, gender, religion, or language, that enriches a workplace.

Inclusiveness: It means that the existence of all people in an organization is accepted, respected, and included without any discrimination.

Equality: All employees in the organization have equal rights and opportunities to achieve their goals and achieve success.

3. SCOPE

This policy is implemented by Nuh Çimento Sanayi A.Ş. It is valid for all institutions and organizations (“Business Partners”) with which the company has business relations, including its subsidiaries, suppliers, and dealers.

4. RESPONSIBILITIES

Nuh Çimento Sanayi A.Ş. Management, Human Resources Director, Group Managers, and Department Directors are responsible.



5. POLICY

Variation: It means the acceptance and representation of different cultures, genders, ages, ethnicities, and abilities within the organization. The diversity strategy creates a broader customer and employee base along with diversity, creating advantages for the business. Thus, by gaining more different ideas, perspectives, and skills, innovation and competitive advantage are provided for the business. Inclusiveness includes the participation and contribution of society, as well as all employees, to business processes.

Nuh Cement Industry Inc. management includes employees in decision-making processes by valuing their ideas and feedback. The inclusion strategy enables employees to feel more commitment, motivation, and loyalty to the organization. Diversity and inclusion strategies, Nuh Çimento Sanayi A.Ş. It is applied in every field from company management to environmental management. Nuh Çimento Sanayi A.Ş., recruitment strategy; It adopts an approach that includes candidates from different ethnic groups and genders. Candidates' qualifications and abilities are evaluated according to their suitability for the job. Nuh Çimento Sanayi A.Ş. creates a business culture that respects the company's diversity and supports diversity by adopting the diversity and inclusion strategy to its stakeholders (customers, suppliers, shareholders).

6. APPLICATIONS

1. Equal Opportunity in Employment

Nuh Çimento Sanayi A.Ş. believes that the principle of diversity is vital for success and is determined to eliminate prejudice in recruitment processes. When evaluating candidates, an equal evaluation is made regardless of their gender, ethnicity, age, or any other characteristics. Candidates from under-represented groups such as women and people with disabilities are prioritized and employment opportunities are created. Recruitment professionals are supported with training programs to eliminate unconscious bias in recruitment processes.

Nuh Çimento Sanayi A.Ş. is especially involved in projects that support women's employment to enable women to take an active part in business life. It actively supports all work carried out within the scope of these projects.

- Staff: Our overall target for female employees by 2030 is 27%.

2. Training and Development

Nuh Cement Industry Inc.' Education and development activities have an important place in promoting diversity and inclusion. Nuh Cement Industry Inc. to all employees; It offers training and development opportunities to adopt, explain and embed the principles of diversity and inclusion into the corporate culture.



It also implements targeted training programs so that managers and supervisors can effectively manage various groups. These training programs are Covers unconscious bias, effective communication, and conflict management.

3. Wages and Benefits

Nuh Çimento Sanayi A.Ş. adopts the principle of equal pay for equal work with its wage and fringe benefits strategies and practices. A balance is achieved between the wages paid by considering the features such as the importance, difficulty, and responsibility of the job.

Wage policies are constantly monitored and controlled to ensure the sustainability of the equal pay application.

4. Inclusive Policies and Practices

Nuh Çimento Sanayi A.Ş. reviews and updates its policies and practices, thus creating an inclusive culture that does not discriminate against any employee group. Nuh Çimento Sanayi A.Ş. believes that inclusive policies and practices are the basic principles in creating an environment where all employees feel valued and supported. It works with all its might to eliminate prejudice in its policies and practices.

Nuh Çimento Sanayi A.Ş. believes that this policy will help create a workplace that is inclusive of all diversity. Nuh Çimento Sanayi A.Ş. is determined to implement all necessary initiatives to promote diversity and inclusion and make improvements to be better through continuous evaluations.

7. RESOLVING POLICY NON-COMPLIANCE

Nuh Cement Industry Inc.' In addition, every situation and suspicion that is contrary to ethical values and principles, policies and procedures, or legal regulations are reported to the Ethics Behavior Board within the scope of the reporting policy.

Forwarding Notifications Email:

Address:

Information about the Ethics Committee and whistleblowing processes, as the training provided, are announced to the employees and to all stakeholders by means of internal announcement systems (e-mail, posters, etc.) and published on the website.

