

TSKB EQUAL OPPORTUNITIES POLICY

A. PURPOSE and SCOPE

This policy sets the principles and responsibilities of Türkiye Sınai Kalkınma Bankası A.Ş. (Industrial Development Bank of Turkey - TSKB) for equal opportunities. The policy covers all TSKB employees and operations at the Head Office and Branches.

B. DEFINITIONS

Equal opportunities are an inclusive principle which does not discriminate individuals based on obvious or non-obvious reasons, ensures a fair and unbiased environment in all walks of life, encourages diversity, and is implemented in order to prevent any and all past or future injustice and avert discrimination.

C. RULES AND PRINCIPLES

1. The Bank respects human rights and observes the principle of equality for all employees.
2. It offers equal opportunities in all human resource practices, the contents of notices for recruitment, interviews and employee selection process, in evaluating performance, career planning, promotions, training and development programs offered to employees and the remuneration policy.
3. It does not discriminate anyone on the basis of obvious or non-obvious reasons such as gender, religion, sect, race, marital status, political thought, disability, social class, and philosophical belief. It offers a working environment based on the principles of diversity and inclusiveness.
4. It always observes the inclusion of women as decision makers in management roles as well as a gender balance in management.
5. It adopts a culture of high performance and supports the professional and personal development of employees through trainings and continuous feedback.
6. It runs various training events and social responsibility projects to ensure each employee embraces the principle of equal opportunities.
7. TSKB strives to ensure that the articles in its Equal Opportunities Policy are adopted and implemented by all affiliates and stakeholders.
8. The Human Resources Department and Bank executives are responsible for following up the implementation of each article in TSKB's Equal Opportunities Policy.

D. ENTRY INTO FORCE

This policy shall enter into force on the date it is approved by the Board of Directors.