



VULNERABLE GROUPS/ABUSE AND HARASSMENT POLICY

- Vulnerable groups refer to individuals who need protection due to the risks they are exposed to due to their age, gender, ethnicity, sexual orientation, gender identity, physical or mental disabilities, social or economic situation, immigration status or other characteristics. This policy includes children, young people and the elderly. includes disabled people, immigrants and other groups.
- We aim to take all necessary steps to keep our employees, customers and all our stakeholders safe.
- All our employees are provided with regular training on the abuse of the rights of vulnerable groups and the definition, symptoms and reporting processes of harassment. The aim of these trainings is to raise awareness of all personnel and show sensitivity to incidents of harassment and abuse.
- For this purpose, we adopt the "Vulnerable Groups and Abuse/Harassment Policy".
- It takes all cases of abuse and harassment seriously and ensures that complaints are examined quickly, fairly and confidentially. Disciplinary measures based on evidence and legal processes are initiated when necessary, in accordance with the relevant legal sanctions.
- We are committed to continuous improvement efforts to prevent and reduce cases of abuse and harassment against vulnerable groups.

General manager

