



# IC ENTERRA

Renewable Energy

## IC GENDER EQUALITY POLICY

As IC Enterra Renewable Energy, we believe that gender equality is one of the key elements for sustainable development, and we strive to create a work environment free from discrimination within our workforce. In this regard, we make every effort to develop gender-neutral approaches in recruitment processes, career development, promotions, work-life balance, remuneration, and fringe benefits.

As IC Enterra Renewable Energy, through this Gender Equality Policy, we adopt the following principles as a general framework:

- To promote equal opportunities, diversity, and inclusion,
- To take gender equality into account in planning, data collection, strategy development, and budgeting processes related to our operations,
- To raise awareness about gender equality and inclusion in professional life,
- To enhance corporate culture by collecting internal feedback through suggestion and complaint mechanisms regarding gender equality practices and activities,
- To carry out initiatives aimed at preventing discrimination and harassment,
- To adopt a zero-tolerance approach to all forms of harassment (verbal, physical, sexual, psychological, and/or emotional), to establish communication mechanisms for reporting harassment cases, and to ensure objective evaluation and appropriate disciplinary actions,
- To ensure equal access to training and promotion opportunities for all employees,
- To design and continuously improve appropriate mechanisms to reflect a gender equality perspective in a transparent and fair manner within recruitment processes,
- To ensure that the principle of gender equality is adopted at all levels of the organization through training, awareness activities, and social responsibility projects,
- To develop supportive processes that help employees who are parents maintain work-life balance,
- To develop approaches that ensure all stakeholders act in line with IC Holding standards regarding gender equality,
- To raise awareness among our suppliers—especially those within our sphere of influence—about contributing to gender equality and to develop joint projects in this area,
- To take an active role in national and international efforts on gender equality in Türkiye and around the world by forming partnerships and collaborations, primarily with public institutions and organizations, as well as with various other entities, and to support related projects.



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## **Purpose of the Policy**

This policy aims to establish a framework for creating a fair, unbiased, and gender-discrimination-free working environment within the organization.

## **Scope of the Policy**

This policy covers our employees, subcontractors, suppliers, and the local communities in the regions where we operate.

## **Implementation of the Policy and Relevant Legislation**

This policy undertakes to comply with and implement the laws, regulations, and principles in force within the borders of Türkiye. In cases where the area of operation is outside Türkiye, the legislation of the relevant country shall apply, and the more restrictive of the policy or the applicable law shall prevail. In case of any inconsistency between the applicable legislation and this policy, IC Enterra Renewable Energy acknowledges that the provisions of the applicable legislation shall take precedence.

## **Enforcement of the Policy**

This policy is reviewed periodically and updated when necessary. The IC Holding Corporate Governance and Sustainability Directorate is responsible for updating the policy. It entered into force on 24.10.2022 with the approval of the Board of Directors.