



pladis Equality Statement

At pladis, we support a corporate culture that treats everyone equally without prejudice, and that seeks equality for opportunity for a better future. Hence, we see empowering all genders and ethnicities, and ensuring that procedural justice exists in the business world, as our responsibility.

The goal of pladis' vision of "investing in people" is to create opportunities for society by investing in people in all our companies in different countries and to position ourselves as one of the world's most desired places to work.

As part of these goals, we're delighted to support the *Women's Platform* launched by our parent company *Yıldız Holding* to further strengthen our culture of equal opportunity and diversity.

The activities of the Yıldız Holding Women's Platform will proceed along three axes: communication, the business environment, and cooperation, and we value participation, equality, and diversity in all our business practices. Specifically:

- We reflect our position on equal opportunity in the way we communicate, and seek to build a corporate culture that is inclusive and free of bias;
- We maintain a business environment where all of our employees work in fair and safe conditions;
- We cooperate effectively with relevant NGOs and government institutions, so that we can empower women both economically and socially.