



EQUAL OPPORTUNITY POLICY

As Kale Care Chemicals, we attach importance to providing equal opportunities to all our employees in every field and in every matter, based on our respect and commitment to human rights. To this end; We support women's participation in working life and organize studies and training to increase the number of female employees. We act in accordance with the law regarding the employment of disabled employees; We make all recruitment and promotion decisions on the basis of merit, evaluating individual value and competence.

In line with this, Kale Care Chemicals does not cause discrimination of any kind, including in relation to:

- Gender
- Pregnancy, Potential Pregnancy
- Marital Status
- Disability Status
- Race, color, ethnicity or national origin
- Age
- Sexual Orientation
- Religious belief or activity
- Political belief or activity
- Union activity
- Medical record or criminal record

In all cases, no factors other than performance and competence are used as the basis for performance evaluations, training and development opportunities, and promotions.

We believe that capturing the dynamics of the age we live in from a social, economic and scientific perspective will be possible with the active participation of women in the business world and all areas of life. For this purpose, we develop policies and implement practices that will facilitate women's equal and effective participation in business life.

Our aim as Kale Care Chemicals is to increase the presence of women in both human resources policies and in projects that are being carried out as well as in all communication studies.