



GENDER EQUALITY POLICY

Kale Care Chemicals is committed to creating a working environment where all its employees are equally respected and valued, and where both opportunities and results are equal.

Kale Care Chemicals recognizes that gender inequality has the potential to negatively limit and impact the safety, education, employment, family lives and opportunities of employees, especially women, in the long term.

Kale Care Chemicals recognizes the prevalence and impact of gender-based discrimination and harassment and is committed to creating a work environment that challenges people, power differentials and social norms that promote gender inequality.

Kale Care Chemicals accepts that gender inequality is both social and individual; This means that it is a result not only of individual attitudes and actions, but also of biases in the structures, systems, policies and processes in our society.

Women and men are subject to gender stereotypes and expectations about how they should act and think. These gender-based stereotypes and expectations contribute to gender inequality by assigning unequal value, status, and power to women and men. These expectations are reinforced by structures, systems, norms, and cultures that often privilege men's knowledge, rights, perspectives, and skills over women. Gender inequality can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes a result of unconscious bias, which means that our behaviors, choices, and practices are unknowingly shaped by underlying assumptions and attitudes. Gender inequality is evident throughout our society, and research shows that it is one of the key factors driving the prevalence of gender-based violence.

Kale Care Chemicals recognizes that workplaces are vital spaces in our society to promote gender equality and prevent violence against women. Every policy, practice and activity has the potential to strengthen and challenge gender equality.

Kale Care Chemicals, as an employer; Committed to promoting gender equality and ensuring equal opportunities and outcomes for all employees.

Gender equality includes equality of opportunity and equality of outcomes. It involves the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve basic equality. It is about recognizing diversity and disadvantage to achieve equal outcomes for all, and therefore often requires women-specific programs and policies to end existing inequalities.

Kale Care Chemicals will ensure that all its employees and company policies, procedures, systems and structures actively promote gender equality and seek to uncover and eliminate gender inequalities.

At Kale Care Chemicals, all employees are obliged to promote gender equality and establish respectful relationships. People who encourage unequal power relations between women and men, perpetuate inappropriate gender stereotypes, and advocate or tolerate violence against women are not accepted in Kale Kimya Group.

Kale Care Chemicals will work to ensure that all employees feel respected, safe and valued in the workplace and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities to all employees.

Kale Care Chemicals will support its employee who has experienced domestic violence or sexual assault by giving the necessary permissions, adjusting the job description or meeting requests for flexible working hours and directing them to seek their rights through legal means.