



DIVERSITY POLICY

SASA has shown a strong commitment to people and our values throughout its history.

We believe that a diverse workforce helps our corporation and our people realize their true potential, leverage the creativity and innovation of people with diverse experiences, perspectives, and cultures. It also enables us to better understand and respond to our diverse and changing customer base around the world and respond to societal changes.

PURPOSE

The purpose of this policy is to establish and maintain a working environment where employees are treated with dignity and respect and where there is no discrimination.

SASA does not discriminate against any employee or person applying for employment on the basis of gender, age, race, ethnic origin, religion, marital status, sexual orientation, socio-economic status, physical abilities, or political beliefs. In addition, SASA observes the principles of non-discrimination and equal opportunity in every environment where it carries out its activities.

SASA supports talents with different knowledge, skills, and training equipment in accordance with the requirements of the job in its working environment. Accordingly, SASA plans the necessary roadmaps to attract, develop and retain talent.

SCOPE

This policy aims to be binding for SASA Polyester Sanayi A.Ş. employees, and on behalf of all stakeholders and local people who have any commercial and/or industrial ties with SASA Polyester Sanayi A.Ş, as well.

Within the scope of the above Purpose and Scope, studies are carried out on training and guiding people within the framework of diversity and equality of opportunity, which are among the values of SASA. The Board of Directors undertakes to fulfill the requirements specified in this policy and expects SASA employees to fulfill the same commitments.

Diversity and Inclusion in Practice

In accordance with the SASA Values, each employee and leader at SASA is expected to:

- To encourage and create a participatory environment,
- To treat all employees fairly, equitably, and respectfully,
- To attract, develop and retain people with diverse talents and abilities within SASA.

This enriches our company and culture by:

- Creating a highly productive, diverse, and inclusive work environment, enhancing our reputation as the employer of choice for the best talent,
- Deepening customer and market understanding to deliver high-level products and services to a rapidly changing market,



- Maximizing innovation opportunities by using many different perspectives, skills, and experiences from our employees and stakeholders,
- Adapting and responding with agility to a global society fueled by constant change,
- Creating sustainable growth and value for our shareholders.

Key Focal Points

- **Recruitment:** We focus on different skills in job applicants. We encourage and facilitate the recruitment of a diverse workforce.
- **Compensation:** We provide gender pay equality and inclusive benefits policies that ensure justice and respect for every individual.
- **Performance Management and Development:** We ensure that all employees have equal opportunities within their career, personal and professional development.
- **Policies, processes, talent, and rewards strategy:** We comply with our Diversity Policy and update it when needed.
- **Training:** We raise awareness by providing training on the importance of diversity and inclusion in order to avoid unconscious biases in our organization and business relationships.
- **SASA Fundamentals:** Compliance with SASA Code of Ethics and Business Conduct, including the SASA Fundamentals, is essential for ongoing employment processes at SASA.

Property

The HR Manager is responsible for the implementation of the principles and practices of this policy.

Complaints Policy

Our employees who think that the commitments in this policy are not fulfilled, who wish to raise queries about this policy or wish to discuss a possible violation, can contact SASA via e-mail address info@sasa.com.tr.

