

Equality and Inclusion Policy

1. PURPOSE

Karub embraces equality, diversity, and inclusion as a fundamental part of its organizational culture. Understanding the value of every employee, viewing differences as a source of strength, and creating an inclusive work environment are among our primary goals. This policy reflects the company's commitment to promoting equality, diversity, and inclusion at all levels of the organization.

2. SCOPE

This policy applies to all employees, managers, business partners, suppliers, and all other stakeholders of Karub. It also encompasses all business units and activities within the company.

3. GENERAL PRINCIPLES

3.1. Respect for People

We are committed to treating everyone with respect for human rights, fairness, honesty, equality, and inclusivity. We maintain zero tolerance for discrimination based on language, religion, race, color, ethnicity, sexual orientation, gender, age, disability, physical condition, political beliefs, marital status, social or economic status, or any other form of discrimination.

3.2. Equal Opportunity

We provide equal opportunities in recruitment, promotions, training, performance evaluation, and other opportunities for all employees, candidates, and business partners.

3.3. Inclusive Work Environment

We strive to create a work environment where every employee can freely express their opinions. We value different perspectives and the diversity of ideas, fostering an inclusive culture.

3.4. Gender Equality

We implement policies that ensure female employees are not subjected to discrimination, receive equal pay for equal work, and support the female workforce. We work to increase the number of female employees in our activities. We apply an equal pay policy for all employees who perform the same job and have the same performance level, regardless of gender.

3.5. Training and Awareness

We conduct regular training sessions on equality, diversity, and inclusion, and work to raise awareness among our employees on these topics. In doing so, we aim to maintain a workplace environment of tolerance and respect.

4. REPORTING CONTRARY SITUATIONS AND VIOLATIONS OF THE POLICY

Situations and violations contrary to this policy will be addressed within the framework of the relevant procedures and disciplinary regulations of the company. Our employees can report any instances of discrimination or inequality to the human resources department or other designated communication channels to receive support.