	Social Gender Equality Policy			
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Social Gender Equality Policy

Akfen Construction is committed to complying with the Goal 5: "Social Gender Equality" of the Sustainable Development Goals, and the principles of the International Labor Organization (ILO) regarding social gender equality in working life.

In this regard:

- No gender discrimination is made in the working processes.
- Maximum care and attention is paid to ensure that women and men have equal rights in decision-making processes.
- Works are conducted to increase awareness and consciousness about social gender equality in all phases of the value chain, including among employees.
- Promotions, assignments or dismissals are carried out according to the performance of employees, and fair work is ensured under equal conditions.
- A safe working environment is provided as free from all types of harassment, violence and threats.
- Equal and fair treatment is ensured in the distribution of works and tasks.