

ASTOR ENERJİ A.Ş. DIVERSITY AND INCLUSION POLICY

Astor Enerji is committed to fostering a respectful, equitable, and inclusive workplace for all employees. In this regard, the company:

- Ensures an inclusive work environment where all individuals have equal opportunities, regardless of race, color, gender, age, language, religion, ethnic origin, disability, sexual orientation, marital status, or other personal differences.
- Recognizes the value of diverse perspectives, experiences, and talents, promoting a culture where these differences come together. It aims to create a workplace where every individual feels valued.
- Strictly adheres to the principle of equal opportunity in recruitment, promotion, training, and all human resources practices, making fair and unbiased decisions.
- Provides regular training to raise awareness among employees about diversity and inclusion and to cultivate an inclusive workplace culture.
- Creates an environment where everyone can freely express their opinions and actively participate in decision-making processes.

Astor Enerji integrates diversity and inclusion principles into all business processes to establish a sustainable workplace. With these principles, the company not only strengthens its internal culture but also acts with an awareness of its broader responsibility to society.

