



WOMEN'S RIGHTS AND GENDER EQUALITY POLICY

At [Rammos Managed by Dedeman](#), we strongly support gender equality and believe that creating an inclusive, respectful, and fair working environment is essential for sustainable growth and organizational success.

We recognize the invaluable contribution women make to society, the workplace, and the future of our organization, and we are fully committed to promoting equal rights, equal opportunities, and a culture of respect for all.

For this purpose, we are committed to the following principles:

1. We ensure the health, safety, wellbeing, and welfare of all employees equally, without discrimination based on gender.
2. We actively support women's participation in the workforce across all departments and provide equal employment opportunities throughout our organization.
3. We operate under the principle of "Equal Pay for Equal Work," ensuring that compensation policies are fair and free from gender-based discrimination.
4. We assign roles and responsibilities based on equality, competence, and professional qualifications without gender discrimination.
5. We create and maintain an environment where all employees can benefit equally from career development opportunities and professional advancement.
6. We develop training programs and educational policies that encourage women's participation, support professional development, and increase awareness regarding gender equality.
7. We promote a healthy work environment and organizational practices that support a balanced relationship between professional responsibilities and family life.
8. We actively encourage and support women's participation in leadership roles and management positions, ensuring equal opportunities in decision-making and organizational governance.
9. We maintain a zero-tolerance approach toward any form of abuse, harassment, discrimination, suppression, coercion, defamation, or any behavior that negatively impacts women. We recognize the significant value women contribute both to society and to our organization, and we remain fully committed to supporting, respecting, and empowering their presence at all levels.

Through these commitments, we strive to build a workplace culture based on equality, dignity, opportunity, and respect, where every individual can contribute and succeed without barriers.