

DIVERSITY AND INCLUSION IN ŞİŞECAM



We are a group that carries out activities in different cultures and geographies and always aims for better together with its stakeholders. We add value to the future with all our colors that arise from our diversity. We learn from each other, grow and develop together in an inclusive culture; because we know this is the way we can achieve the best.

As a leading industrial organization with our deep-rooted corporate culture, entrepreneurial spirit, knowledge and expertise; we believe that equality of opportunity is the corner stone for a fair, happy and successful future. We regard our diverse and competent employees as our main area of strength, and we create an inclusive culture by offering equal opportunities for individuals to participate in business life and realize their potential. We promote diversity and inclusion at all stages of our value chain and accept it as an integral part of our business.

We attach importance to the adoption of the principles, shared in Şişecam Diversity and Inclusion Guidelines, by all Şişecam employees and stakeholders; we set goals that support the implementation of practices within the framework of these principles; we measure the development of our inclusive culture and share the results with the public.



ŞİŞECAM DIVERSITY AND INCLUSION PRINCIPLES

1. We offer equal employment opportunities and favor nondiscrimination.

We provide a fair and safe work environment in which human rights are respected and our employees feel themselves valued and able to contribute. We offer our employees equal opportunities at all levels, regardless of race, nationality, gender, sexual orientation, social or personal status, health, marital status, religion, personal belief, disability, age or other features, taking international and local legislations into account. We believe that diversity brings different experiences and perspectives that help build better tomorrows.



We support our recruitment decisions with assessment and evaluation practices based on competence and talent, and ensure equality of opportunity.

2. We promote an inclusive corporate culture and development.

We adopt an inclusive stance in our leadership culture and management approaches. We are committed to offering opportunities to meet the needs of all our employees in education and career development; we develop and implement programs so that they can realize their potential. We take the opinions and suggestions of all our employees into consideration, establish platforms where they can express themselves, and we support participatory culture through these platforms.



We invest in training and development in order to raise qualified human resources in our sector and establish collaborations in all locations of our presence. By adopting awareness, we equip our employees in managing diversity and inclusion.

3. We reflect our inclusive culture to all our areas of activities; we put in effort for its dissemination among our partners

We regard diversity and inclusion as a door to development for both the company and the society. With this in mind, we share our diversity and inclusion principles and practices with our distribution channels, suppliers and partners, and we expect them to comply. We support our stakeholders so that they can develop their own good examples and lead the society in this field. We continue our journey of continuous learning in cooperation with national and international circles in the field of equal opportunities in business life.

