

### MAG MÜHENDİSLİK HİZMETLERİ VE TİC. LTD. ŞTİ. (MAG) / 2024-2026

Article 10 of the Constitution Republic of Turkey is a concrete policy that exists enshrining the will of the country on gender equality into all areas of social, cultural, and economic life. Furthermore, the 11th Development Plan of Turkey clearly emphasizes equality of opportunity, ease of accessibility, and citizen orientation through clear and predictable public policies.

The promotion of gender equality and equal opportunities has been an important topic for MAG since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted.

Gender equality, also known as sexual equality, is the state of equal access to resources and opportunities regardless of gender. It is achieved through gender neutrality and gender equity.



NOTHING SAYS QUALITY  
LIKE GENDER EQUALITY.

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices. This equality plan acknowledges that “gender equality is about non-discrimination and the protection of fundamental human rights”.



## Step 1

Commit to gender pay equity

## Step 3

Support a safe and respectful workplace

## Step 2

Implement a flexible work policy

## Step 4

Support progression and leadership opportunities



### Scope :

This Plan applies to all work throughout the Organization. An Equality Officer has been appointed to oversee the implementation of the gender equality plan.

Effective implementation of the plan will require commitment from all staff and organizational support for activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.

The equality officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to all MAG staff. The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

### Accountability and Responsibility :

1. Ratification : The GEP is ratified at the executive level (board of directors and president) and the equality officer is responsible for ensuring that it is communicated to all staff members.
2. Communication : The equality officer has the further responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.
3. Monitoring : All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments
4. Data collection : The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of MAG's work in different fields.



**Our Focus and Vision :**

- Workforce Participation :  
Be a gender-friendly company, promoter of happier workers, family balance and inclusiveness of the less favoured.
- Policy, Programs and Services :  
Enabling policies, laws, and regulatory frameworks that promote gender balance.
- Communication and Engagement :  
Ensure integration of the gender dimension into research and training contents developed by the company.

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

Year 1 - 2024	Year 2 - 2025	Year 3 - 2026	Success Measures	Responsible
<b>Workforce Participation</b>				
Key Action 1 : Promote work-life balance and a gender equality organisational culture				
Keep gender balance in leadership and decision-making, committing human resources and gender expertise to have it	Ensure gender equality in recruitment and career progression in the company	Develop awareness raising /trainings on gender equality and unconscious gender biases for staff and decision-makers	Monitoring of gender distribution in the decision-making bodies and the new staff recruited Number of actions developed	Özge Gülver
<b>Policy, Programs and Services</b>				
Key Action 2 : Fight lack of visibility of gender issues in policies and laws				
Promote networking activities among women’s policy makers	Conduct gender audit of policies and laws	Develop gender strategies for specific sectors	Number of actions developed	Özge Gülver
<b>Communication and Engagement</b>				
Key Action 3 : Ensure integration of the gender dimension into research and training contents developed by the company				
Develop activities in the area of gender balance and inclusiveness in the company’s projects	Develop activities in the area of gender balance and inclusiveness in the company’s training contents	Disseminate measures against gender-based violence including sexual harassment.	Number of actions developed	Özge Gülver

Organization Name :	MAG Mühendislik Hizmetleri ve Tic. Ltd. Şti.
Chairman :	Mustafa Ali Gülver
Chief Executive Officer :	Tolga Kutlu
Executive Committee :	Mustafa Ali Gülver Tolga Kutlu Murat Emre Batmaz Gökhan Batmaz
Equality Officer :	Özge Gülver
Date :	08.01.2024
Stamp and Sign :	

