Gender Equality Plan

GMZ Enerji Sistemleri A.Ş. | Revised edition: October 2026

Status: Revised draft for management approval.
Baseline date: 4 October 2026.
Planning period: First 12 months following approval; annual review thereafter.

Purpose and scope

GMZ Enerji commits to equal opportunities, fair treatment and a safe, inclusive workplace. This plan covers the founder, employees and, where relevant, interns, contractors and research collaborators. Its measures reflect a small technology company developing membrane materials and progressing from laboratory-scale work towards pilot production.

1. Current team baseline

Role	Women	Men	Total
Founder & CEO	1	0	1
Engineer (employee)	0	1	1
Business development (employee)	0	1	1
Total team, including founder	**1**	**2**	**3**

Women represent **33.3% of the total team (1 of 3)**; men represent 66.7% (2 of 3). The two employees are men. The founder is reported separately from the employee headcount. No additional female engineers or staff are included in this baseline.

2. Governance and accountability

The Founder & CEO is the accountable GEP Lead. Implementation is coordinated directly by management; the plan does not assume a separate Human Resources unit or a standing equality committee. An alternative reporting contact, independent of the person concerned by a complaint, must be designated before the revised plan becomes effective.

The January 2025 plan is the previous edition. Its approval and signature do not constitute approval of this revised text. The revised plan becomes effective when approved and signed by the authorized company representative. The final approved version will be shared with the team and published on the company website.

Equality in daily work

3. Work-life balance and organizational culture

Flexible scheduling and remote work may be agreed where compatible with laboratory safety, production duties and project commitments. Access is based on role requirements and individual circumstances, without gender bias. Employees must have fair access to statutory leave and return-to-work support. Any additional leave benefit will be documented before being presented as a company policy.

Management will discuss workload, caring responsibilities and access to flexibility at least annually, and after significant changes in role. Meetings and training should, where practical, take place within agreed working hours. Communication, task allocation and external visibility must be respectful and inclusive.

4. Leadership and decision-making

The company has a female Founder & CEO. This does not by itself establish the gender composition of the board or every decision-making body. Relevant employees will have an opportunity to contribute to technical, operational and commercial decisions within their responsibilities.

As the team and formal management bodies expand, GMZ Enerji will seek balanced representation. A minimum 40% representation of the underrepresented gender is a longer-term aspiration, reviewed against actual headcount and the size of each body. It is not reported as an achieved result and does not replace competence-based selection.

5. Recruitment and career progression

Every vacancy will use inclusive language and written, role-specific selection criteria. Candidates will be evaluated consistently against the same criteria. Recruitment decisions will be documented; a second reviewer will be involved where practicable. Gender, pregnancy, family status or caring responsibilities must not disadvantage a candidate or employee.

Pay, professional development, project ownership and advancement opportunities will be reviewed annually. Training and mentorship will be offered according to role and development needs, with outreach to women in engineering and research networks when recruiting. Small-team limitations will be acknowledged when comparing roles or compensation.

6. Gender dimension in research and innovation

For each new R&D; proposal or major project review, the team will document whether sex or gender is relevant to the research question, users, work practices or expected social impacts. The assessment may conclude that it is not relevant to an intrinsic material property or laboratory measurement, with a brief explanation.

Where relevant, gender considerations will inform user research, stakeholder engagement, occupational ergonomics, training and adoption of water or energy technologies. Life-cycle or socio-economic assessments will consider gender-related effects when supported by the project scope and data. Sex/gender differences will not be assumed for every electrochemical system or membrane test.

Safety, resources and monitoring

7. Prevention of harassment and gender-based violence

GMZ Enerji has zero tolerance for gender-based violence, sexual harassment, discrimination and retaliation. This commitment covers laboratory work, business travel, events and interactions with external partners. All team members will receive clear guidance on acceptable conduct and how to raise concerns.

Concerns may be reported confidentially to the GEP Lead or to the designated alternative contact. Where the GEP Lead is involved, the alternative contact will coordinate handling without involving the subject of the complaint in decisions about the case. Contact details will be circulated internally before this plan takes effect.

The company will acknowledge a report within five working days, assess immediate safety needs and explain next steps. Handling must be impartial, timely and limited to those who need to know. Confidentiality will be protected as far as possible, without promising absolute secrecy. An independent external adviser may be engaged where internal handling would create a conflict of interest. Reported concerns and resolution times will be recorded securely; a lack of reports is not treated as proof of a safe workplace.

8. Dedicated resources

The revised plan allocates a minimum of 12 hours of GEP coordination time per year to the GEP Lead, in addition to employee participation in training. Management will identify any required training or external advice costs during annual planning and arrange additional support when needed. These are commitments under the revised plan, rather than evidence of past expenditure.

9. Data collection and privacy

Management will maintain a restricted internal baseline covering team composition, recruitment, role changes, compensation, leave use, training and participation in decision-making. Data will be collected only as necessary, using self-reported gender where appropriate, and reviewed annually and after headcount changes.

With three team members, detailed gender breakdowns can identify individuals. Public reporting will therefore avoid individual salaries, leave details, complaint information and small subgroup analyses. Pay equity will be assessed using responsibilities, experience and comparable work; a statistical gender pay gap will not be inferred from non-comparable roles in this small team.

10. Awareness and training

All current team members, including the founder, will participate in at least one annual session on gender equality, unconscious bias and harassment prevention. New employees will receive an introduction within their first three months. Attendance, date and content will be recorded. External training or credible learning resources may be used, with a short internal discussion of practical application.

Action plan and approval

11. Implementation targets

The following targets run from the effective approval date. The GEP Lead coordinates every action; employees participate where relevant. Targets are prospective and will be checked against recorded evidence.

Action / indicator	Target and timing	Evidence
Team baseline	Update annually and after each headcount change. Current baseline: 1 woman + 2 men.	Restricted team register
Reporting arrangements	Designate alternative contact and share both reporting routes before effectiveness.	Internal contact notice
Resources	At least 12 coordination hours per year; identify training and advice needs annually.	Activity log / resource plan
Training coverage	100% of the current team: 3 of 3 people annually. New hires: introduction within 3 months.	Attendance / content record
Inclusive recruitment	Written criteria and inclusive language for 100% of new vacancies.	Vacancy and selection records
Opportunity and pay review	Review all current roles and access to development at least annually.	Confidential management note
Gender relevance in R&D;	Document assessment for each new proposal or major project review.	Project relevance checklist
Annual review and publication	First review within 12 months of approval; publish approved plan and a privacy-safe progress update.	Review note / website record

12. Review and corrective action

The GEP Lead will review progress with management annually, note completed and incomplete actions and assign deadlines for improvements. A material change in team size, leadership or working arrangements triggers an earlier review. Representation targets will be reconsidered as the company grows; selection remains fair and based on documented requirements.

Management approval

By signing, the authorized representative approves this revised plan and its prospective commitments. The approval date below is its effective date.

Gamze KARANFİL KAÇMAZ
Founder & CEO, GMZ Enerji Sistemleri A.Ş.

Signature: _____ Approval date: _____