

**COLLECTIVE BARGAINING AGREEMENT BETWEEN TAT GIDA SANAYI A. Ş.
and TEKGIDA-IŞ SENDİKASI
THAT WILL BE VALID BETWEEN 01.01.2019 and 31.12.2020**

CLAUSE 53: EDUCATION ACTIVITIES

a. Gender Equality Awareness Education: The employer and the union provide a common education seminar to create awareness about “Social Gender Equality” with the participation of all male and female workers in accordance with the clauses of the Constitution, International Contracts and related Legislation. This training is provided to the benefit of all employees. Parties reach a mutual agreement about the contents of the education program and lecturer staff. This training will not lead to disruption of production.