# Diversity Policy

**Introduction**

Our company is committed to promoting diversity, equality and integration in every aspect of our operations. We believe that a diverse working environment fosters innovation, increases employee engagement and helps better understand and meet the needs of our customers.   
Our diversity policy is an integral part of our ESG (Environmental, Social, and Governance) strategy, emphasizing our commitment to creating a fair and inclusive workplace.

**Goals and Commitments**

1. Promoting Equal Opportunities

* Ensuring equal opportunities in recruitment, promotion, training and remuneration processes.
* Eliminating all forms of discrimination based on race, gender, age, sexual orientation, religion, ethnic origin, disability or any other characteristic.

1. Creating an Inclusive Working Environment

* Building a culture where every employee feels respected, valued, and included.
* Promoting open communication and cooperation between different groups of employees.

1. Supporting Diversity in the Board and Management

* Striving to ensure diversity in the composition of the board and management team.
* Promoting internal promotions with a focus on diverse talents.

1. Education and Awareness

* Organizing training on diversity, equality and integration for all employees.
* Increasing awareness of the benefits of diversity in the workplace.

1. Cooperation with Stakeholders

* Cooperating with suppliers, clients and business partners who also promote diversity and integration values.
* Participating in social and industry initiatives promoting diversity.

**Strategies and Actions**

1. Recruitment and Employment

* Applying transparent and fair recruitment processes that ensure equal opportunities for all the candidates.
* Actively seeking talents from diverse backgrounds and demographic groups.

1. Development and Promotion

* Ensuring equal access to training and development programs.
* Setting clear and fair promotion criteria that encourage diversity in management.

1. Anti-Discrimination Policy

* Implementing and enforcing zero-tolerance policies against all forms of discrimination and harassment.

1. Employee Support

* Promoting flexible work arrangements that address the diverse needs of employees.

**Monitoring and Reporting**

1. Monitoring System

* Regularly monitoring and analysing data on diversity in our company.
* Setting measurable goals and performance indicators (KPIs) in the area of diversity   
  and integration.

1. Reporting Progress

* Regularly publishing reports on our actions and progress in diversity according to   
  the international ESG standards.
* Maintaining an open dialogue with stakeholders about our efforts to promote diversity.

**Continuous Improvement**

1. Strategy Evaluation and Adjustment

- Regularly reviewing and updating a diversity policy based on the changeable needs and best practices.

- Introducing corrective actions and innovative solutions on the basis of the data collected and the employee opinions.

2. Promotion of Best Practices

- Sharing experiences and best practices with other organisations and industries.

**Summary**

Our diversity policy is the foundation of our commitment to creating a fair, inclusive and innovative working environment. We believe that diversity drives our success and contributes to achieving our business and social goals. We are convinced that by implementing the above actions, we can create a workplace where every employee can develop his / her full potential, contributing to joint success.