

## DIVERSITY AND INCLUSIVITY POLICY

Diversity and Inclusion Policy is SEGER's commitment to promoting Diversity and Inclusion in the workplace and promote equal opportunities and fair treatment for all our managers and employees

outlines its commitment to We promote inclusivity where individual differences are valued, respected and appreciated. Our employees' religion, language, race, color, gender, age, political or other opinion, national or that they are valuable without distinction of social origin, property, birth or any other distinction.

We make you feel. This ensures that everyone feels valued, engaged and able to contribute and It allows him to do his best.

Our employees are expected to act in accordance with SEGER's Code of Ethical Business Conduct.

### The purpose of this Policy is to set the following minimum standards:

- SEGER encourages and supports inclusion and diversity.
- Expects our employees to respect the diversity of all people.
- We ensure the continuity of a working environment free of discrimination, harassment and bullying.
- Raising awareness in collaboration with our stakeholders to prevent unconscious bias and its negative effects. We do the work.
- We ensure that employment-related decisions do not involve discrimination. We support this issue with our HR Policy.
- To reduce possible unconscious biases in employment, talent, performance, development, promotion, compensation and recruitment We establish transparent communication.
- We support behaviors that promote equality and inclusion.
- Benefits from a wide talent pool to reach talent by considering inclusiveness and diversity,
- Creates a workforce based on merit.
- We take diversity and inclusion into consideration to set an example for all our stakeholders.
- We monitor and report the measurable targets specified in this policy.
- Programs and policies that support diversity are implemented in our business environment.