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## 1.Introduction

At Tat Gida, we regard diversity, equity, and inclusion as fundamental principles for sustainable growth and corporate success. The diverse backgrounds, experiences, and perspectives of our employees enhance our innovation and contribute to a stronger workplace environment. We are committed to fostering a culture that promotes equity and enables every individual to reach their full potential. This policy reflects our dedication to providing a fair, equitable, and inclusive working environment for all employees.

## 2. Core Principles

**Diversity:** We embrace individuals from diverse backgrounds, skill sets, and perspectives, ensuring our workforce reflects the broader society. Our recruitment and development strategies are designed to promote diversity at all levels of the organization.

**Equity:** We are committed to fair treatment, providing equal opportunities for career growth, and implementing mechanisms that prevent discrimination and ensure fairness in all our practices.


**Inclusion:** We cultivate a workplace where all employees feel valued, respected, and empowered to express their identities. Our goal is to foster a culture of belonging where every voice matters.

**Fairness and Equal Opportunity:** We provide equal opportunities regardless of gender, age, disability, ethnicity, religion, language, nationality, sexual orientation, marital status, or any other individual characteristic. Our recruitment, promotion, compensation, training, and leadership selection processes are transparent and merit-based.

**Zero Tolerance for Discrimination and Harassment:** We uphold a strict zero-tolerance policy against all forms of discrimination, harassment, bullying, and workplace intimidation. We have established clear, transparent channels for reporting and resolving such incidents.

**Employee Engagement and Open Dialogue:** We encourage open communication and feedback, actively seeking employee input in decision-making processes to create a more inclusive and collaborative workplace.

**Workplace Flexibility and Well-Being:** We support flexible work arrangements and work-life balance initiatives to promote the physical and mental well-being of our employees. Our policies are designed to help employees achieve a sustainable balance between their personal and professional lives.

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**Accessibility:** We are committed to creating accessible workspaces and implementing inclusive practices that support individuals with disabilities, ensuring equal access to opportunities and resources.

**Prevention of Child Labor and Illegal Employment:** Tat Gida strictly prohibits the employment of underage workers (under 18) and unauthorized migrant labor. We adhere to all legal requirements and uphold ethical labor standards in our employment policies.

### 3. Scope of Application

This policy applies to:


- Recruitment and hiring processes,
- Promotions and career development,
- Training and talent management,
- Compensation and benefits,
- Employee relations and workplace culture, and all other human resources practices.

### 4. Responsibilities

**Management Team:** Responsible for ensuring the implementation, oversight, and continuous improvement of this policy. Leadership is accountable for integrating diversity, equity, and inclusion principles into core business strategies.

**Human Resources Department:** Oversees the execution of diversity, equity, and inclusion initiatives, including awareness programs, training, and policy enforcement.

**All Employees:** Expected to uphold an inclusive and respectful workplace, actively promote diversity, and adhere to ethical guidelines.

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## 5. Monitoring and Reporting

Tat Gida regularly evaluates the effectiveness of its diversity, equity, and inclusion initiatives through key performance indicators, employee feedback mechanisms, and independent audits. We continuously refine our strategies based on workforce data and strive to enhance our policies in alignment with best practices.

At Tat Gida, we are committed to fostering a culture where diversity is celebrated, equity is ensured, and inclusion is a shared responsibility. We recognize and appreciate the contributions of every employee, working together to build a workplace where everyone can reach their full potential.

5-Year Diversity, Equity & Inclusion Targets

Items	2024	2025	2026	2027	2028	2029
Female Employee Ratio (%)	44.16	45	46	47.5	48.5	50
Disabled Employee Ratio (%)	5%	5%	5%	5%	5%	5%
Employee Satisfaction (%)	63	64	65	66	67	68
Female Leadership Ratio (senior management) (%)	25	25	25	25	25	33
Diversity Training Hours (Per person)	5	6	7	8	9	10
Employee Turnover Rate (%)	49	45	40	35	30	25