



Durak Hazelnuts

Diversity and Inclusion Policy

At **Durak Hazelnuts**, we are committed to fostering a workplace where every employee is valued, respected, provided with equal opportunities, and where diversity is recognized as a source of strength. We believe that diversity drives creativity and innovation, while inclusion strengthens employee engagement and contributes to our long-term success.

We believe that every individual's identity, beliefs, experiences, abilities, and perspectives add value to our organization. Therefore, we strive to build an inclusive, equitable, and diverse organizational culture that supports our sustainable growth objectives through the continuous improvement of our policies and practices.

Accordingly, **Durak Hazelnuts** is committed to ensuring that all employees are treated fairly, supported equally, and enabled to participate fully in working life. To achieve this, we undertake to:

- Reject all forms of discrimination based on gender, age, ethnicity, language, religion, disability, marital status, socioeconomic background, culture, or any other personal characteristic.
- Ensure equal opportunities for all employees by making objective, fair, and merit-based decisions in recruitment, promotion, assignment, and training processes.
- Develop policies and practices that support women's participation in the workforce, access to leadership positions, and equal opportunities.
- Foster an inclusive working environment that values and strengthens the contributions of employees with diverse talents, experiences, and perspectives.
- Provide the necessary accessibility, workplace adjustments, and support to enable employees with disabilities to participate fully, safely, and equally in the workplace.
- Promote inclusive working and social conditions for seasonal agricultural workers, young workers, and other vulnerable groups.
- Provide regular training and awareness programs to promote diversity and inclusion throughout the organization.
- Strengthen a workplace culture based on respect, courtesy, open communication, and fair treatment.
- Encourage employees to express their opinions, share suggestions, and provide feedback by maintaining a safe and inclusive communication environment.
- Prohibit all forms of bullying, psychological harassment, exclusion, or degrading behavior and implement appropriate disciplinary measures where necessary.

- Encourage our suppliers, producers, and business partners to operate in accordance with our diversity and inclusion principles.
- Continuously enhance our diversity and inclusion practices in alignment with our sustainability objectives and corporate social responsibility approach.
- Regularly monitor, evaluate, and continuously improve our policies and practices in line with the principle of continual improvement.

We adopt these commitments as fundamental principles guiding all our business activities and workplace practices.