

**STRONGER
TOGETHER**



DIVERSITY AND INCLUSION GUIDE

DCS

**"ALL HUMAN BEINGS ARE
BORN FREE AND EQUAL IN
DIGNITY AND RIGHTS."**

UN Universal Declaration of Human Rights

Ethical Employment Recruitment Procedure

All recruitment processes are conducted in line with the principles defined in the **Ethical Employment Policy and Recruitment Procedure**, based on ethical values and fairness.

Recruitment, working conditions, career development, and termination processes are carried out with respect for human dignity, in an equitable, transparent, and inclusive manner, and in accordance with international standards.

The Recruitment Procedure is implemented in conjunction with the following policies:

- Ethical Employment Policy
- Human Rights Policy
- Anti-Discrimination and Anti-Harassment Policy
- Conflict of Interest Prevention Policy
- Child Labor, Forced Labor and Youth Employment Policy
- Workplace Safety Policy



Ethical Employment Recruitment Procedure

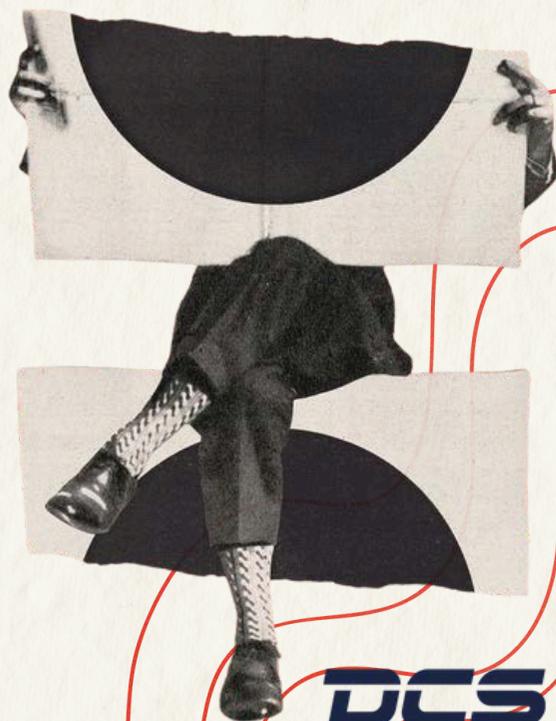
We value providing equal opportunities to all candidates in our job postings and ensuring that every individual can take part in the application process.

Unless the nature of the job specifically requires compatibility with certain physical conditions or limitations, all our positions are designed to be open to individuals with disabilities.

We take care to avoid using any expressions in our job postings that may directly or indirectly imply discrimination.

Phrases such as “valid driver’s license required,” “must have completed military service,” or “must have no health issues” are used only when they are directly relevant to the requirements of the position.

Our goal is to strengthen diversity and inclusion within our workforce by ensuring that every candidate is evaluated based on their competencies, experience, and potential.



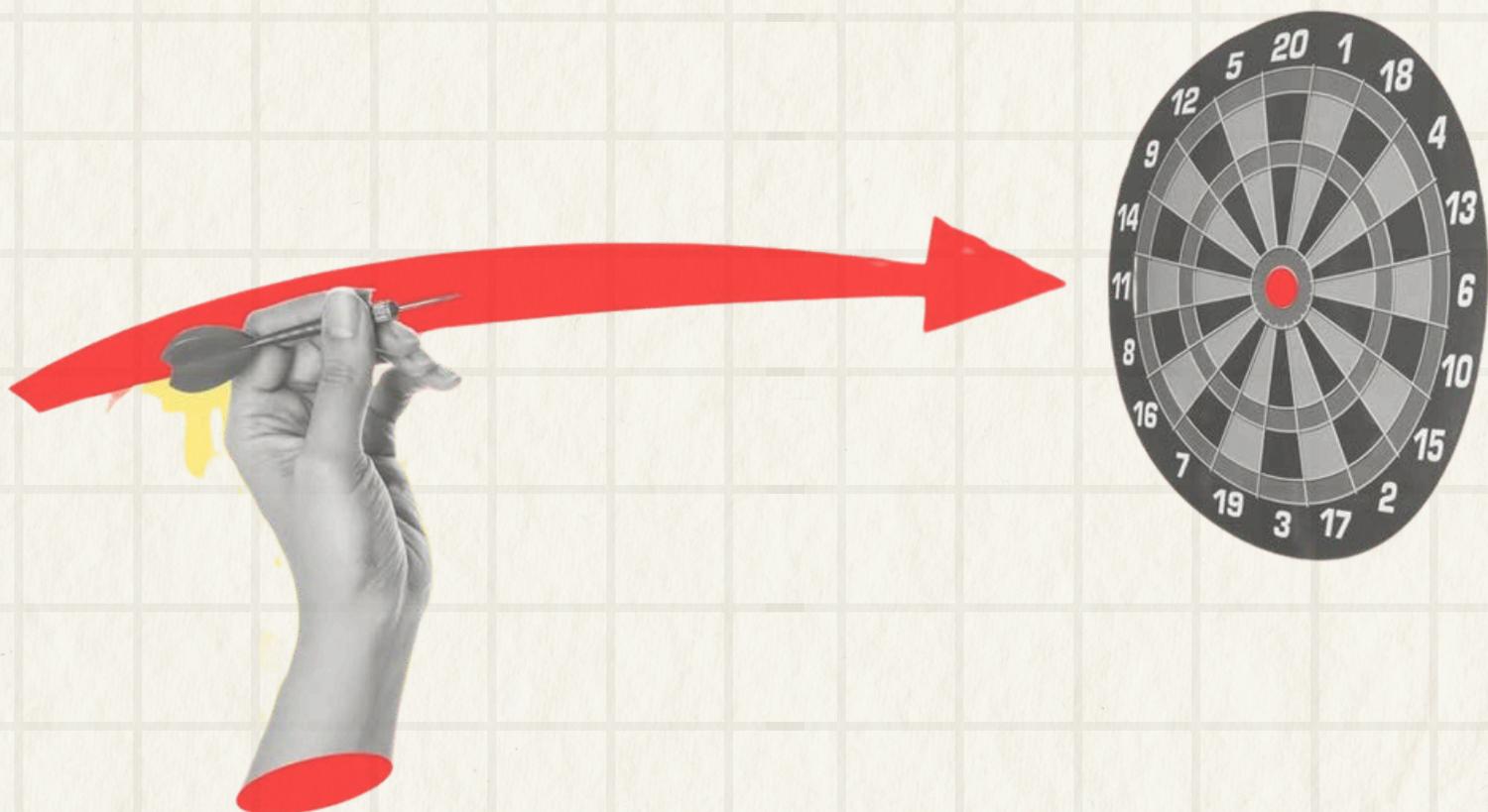
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Ethical Employment Recruitment Procedure

In our recruitment processes, we base our evaluations solely on candidates' competencies, experience, and compatibility with the position.

By limiting the visibility of personal information such as name, gender, sexual identity, orientation, or photographs in application forms and résumés when such details are unrelated to job suitability, we aim to prevent unconscious bias.

During recruitment and promotion processes, we ensure that all candidates are given equal opportunities regardless of their identity, and we are committed to fair evaluation of individuals with diverse gender identities and sexual orientations.



Accessible Work Environment

We believe that work is not only a source of income but also an essential part of social connection, productivity, and belonging.

We are committed to implementing the necessary adjustments to ensure the full, equal, and safe participation of our employees with disabilities in professional life.

In this context, unless employees prefer otherwise, we plan to make arrangements to ensure accessibility to the workplace, physical access, and a work environment that meets individual needs.

One of our priorities is to eliminate discriminatory attitudes that may arise from stereotypes or overprotective reflexes related to disability, and to foster an inclusive organizational culture where every individual can contribute under equal conditions.



Equality in Gender Identity and Orientation

We evaluate our employees solely based on their talents, skills, and job-related qualifications.

Regardless of an individual's gender identity or sexual orientation, we ensure that everyone has equal opportunities during recruitment, promotion, compensation, and career development processes.

We aim to create a work environment where everyone feels safe, respected, and included.

No employee or candidate is subjected to direct or indirect discrimination based on gender identity, sexual orientation, or expression.

At DCS, we believe that diverse identities and orientations add value to our corporate culture; we see diversity as strength and difference as richness.



Inclusion of Refugee and Migrant Employees

We believe that the participation of individuals from different cultures and geographies in working life brings new perspectives, experiences, and values to institutions.

At DCS, we aim to support the integration of refugee and migrant employees into our workplace and to enrich our corporate culture by embracing this diversity.

Regardless of nationality, language, or cultural background, we strive to create a work environment where all employees feel equally respected, safe, and valued. Our managers and teams are responsible for maintaining this inclusive approach.

By developing our corporate culture in this direction, we are committed to fostering an environment where every individual—regardless of background—feels a sense of belonging and contribution through empathy and inclusive practices.



Social Gender Equality

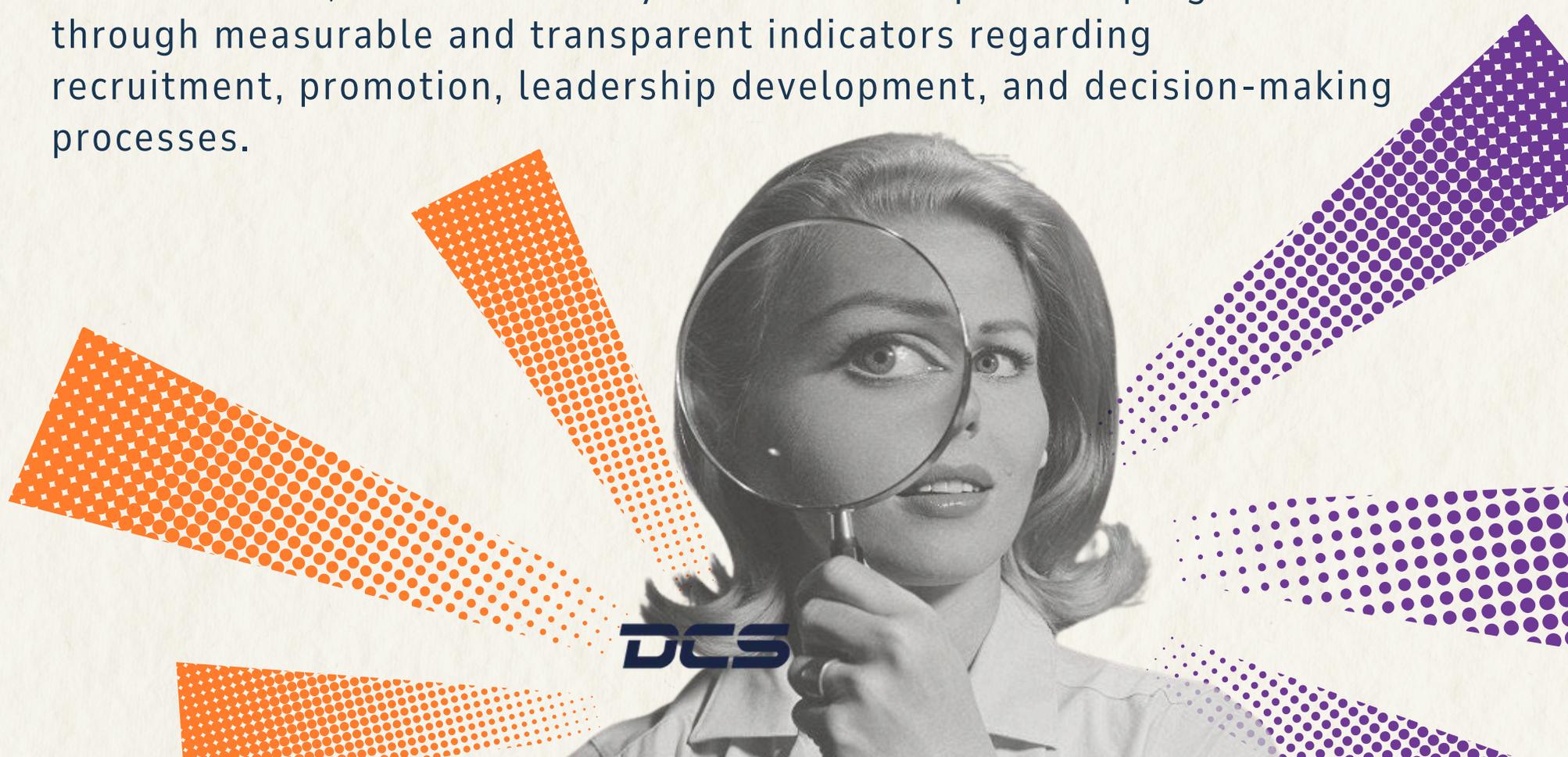
We see gender equality as a fundamental human right and an inseparable part of corporate sustainability.

We are committed to empowering women in all areas of life and ensuring equal opportunities for people of all gender identities by integrating our gender equality policies into every stage of our business processes.

We apply a zero-tolerance policy against gender-based discrimination and adopt the principles of equal pay, equal promotion, and a safe working environment.

In 2024, DCS signed the **United Nations Women's Empowerment Principles (WEPs)**, pledging to implement principles that promote women's economic and social empowerment in the workplace and beyond.

In this context, we continuously monitor and report our progress through measurable and transparent indicators regarding recruitment, promotion, leadership development, and decision-making processes.



Equal Opportunity

We are committed to providing equal opportunities to all our employees and job applicants.

As an organization that respects human rights, we base our decisions solely on merit, competence, and job requirements.

We do not tolerate any form of discrimination based on race, language, religion, belief, ethnicity, gender, age, disability, marital status, pregnancy, parenthood, sexual orientation, or gender identity. We take active measures to eliminate all barriers to equality of opportunity.

We support the development of our employees through principles of equal pay, fair evaluation, inclusive education, and career opportunities.

Our understanding of equal opportunity extends beyond our organization — we strive to promote fair access to opportunities at all levels of society, guided by a sense of social responsibility.



Workplace Safety and a Violence-Free Work Environment

We are committed to providing all our employees with a safe, healthy, and violence-free work environment.

Occupational health and safety go beyond physical conditions — they also include employees' mental well-being, psychological safety, and a respectful atmosphere.

Necessary arrangements are made to ensure accessibility and comfort for employees with disabilities, pregnant employees, elderly workers, and those with chronic illnesses.

DCS adopts a zero-tolerance policy toward violence and harassment and continually improves its reporting mechanisms to ensure that any negative situation can be safely reported.



DCS

Protection of Whistleblowers

We ensure that all employees work in an environment that respects ethical principles, human rights, and fair labor standards.

Policies such as Ethical Employment, Human Rights, Anti-Discrimination and Anti-Harassment, Conflict of Interest Prevention, Child Labor, Forced Labor and Youth Employment, and Occupational Health and Safety guide the reporting of ethical violations, unethical behavior, or any form of unfair practice.

Reports can be submitted directly to managers, the Human Resources and Support Services Directorate, or the Ethics and Compliance Function.

Reports can also be sent to etik@dcscustoms.com.tr; employees are not required to disclose their identities when making a report.

DCS protects employees who report concerns from retaliation. All reports are handled confidentially and with care under the **Whistleblowing, Consultation and Non-Retaliation Policy**.



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