

SUSTAINABILITY POLICY



DCS



Adapting to the Future

Sustainability Policy

1 Purpose

DCS aims to conduct its operations in accordance with Environmental, Social, and Governance (ESG) principles, contribute to a sustainable future, and create long-term value for all stakeholders.

This policy outlines DCS's commitment to an environmentally conscious, socially beneficial, and ethically grounded management approach. It is intended to serve as a guiding framework for all company activities, from strategic decision-making to day-to-day operations.

No provision of this policy may contradict the legal regulations applicable to DCS. Compliance with all relevant legislation and regulations is a fundamental principle.

2 Scope

This policy applies to all DCS employees and also encourages business partners, suppliers, and other stakeholders affected by or contributing to the company's operations to adopt a sustainability-oriented approach.

The policy aims to foster ESG responsibility awareness wherever applicable and make it an integral part of corporate culture. DCS commits to creating value in its business processes while promoting social good and adhering to ethical principles.

3 Definitions

Sustainability: Meeting the needs of the present without compromising the ability of future generations to meet their own needs, ensuring environmental, social, and economic balance.

ESG (Environmental, Social, Governance): A sustainability approach that covers corporate activities' environmental impact, social dimensions such as community relations and labor rights, and governance principles including ethics, transparency, and accountability.

4 Policy Statements

4.1. General Principles

DCS is committed to integrating the sustainability approach into all business processes. In this regard, the following principles are adopted:

- Reducing carbon emissions, improving energy efficiency, complying with international standards in climate action, and implementing innovative solutions to minimize environmental impact,
- Using water, energy, and other natural resources efficiently, continuously improving waste management and recycling processes, minimizing waste, and reusing resources,
- Reducing environmental impacts by digitizing business processes, improving environmental performance through paperless trade practices and digital solutions, investing in digital transformation to generate innovative and sustainable solutions,
- Respecting human rights, prioritizing equality, diversity, and inclusion, offering equal employment opportunities without tolerance for any form of discrimination, and creating an inclusive work environment,
- Enforcing a zero-tolerance policy against child labor and forced labor, safeguarding labor rights, and ensuring safe and fair working conditions,
- Supporting women's employment and increasing qualified, active participation at all levels,
- Offering training, mentoring, and career development opportunities to enhance employee engagement, support work-life balance, and encourage personal development,
- Embracing a strong occupational health and safety culture aimed at achieving a net-zero workplace accident rate,

- Viewing sustainability principles as an essential part of corporate culture, raising awareness among employees, and supporting individual and organizational development through training on sustainability, ESG, and ethics,
- Involving all stakeholders, from suppliers to customers, in sustainability processes and incorporating their feedback in process improvements,
- Supporting the procurement of environmentally friendly products, conducting procurement processes in accordance with sustainability principles, and prioritizing products and services that minimize environmental impact in purchasing decisions,
- Measuring and evaluating the economic, environmental, and social impacts of all activities and implementing improvement actions to reduce negative effects.

5 | Responsibilities

5.1 Employees

DCS employees play an active role in achieving sustainability goals. In this context, they are expected to:

- Act in accordance with the Sustainability Policy and provide suggestions for improving sustainability performance,
- Participate in training organized by DCS on sustainability, environment, social responsibility, and ethics, and reflect the acquired knowledge in business processes.

5.2 Managers

DCS managers are responsible for implementing the principles and goals of sustainability at the unit level. In this context, they must:

- Ensure that employees are aware of the Sustainability Policy and act accordingly,
- Inform, motivate, and guide employees about their sustainability-related responsibilities,
- Review and improve business processes to support sustainability goals.

5.3. Sustainability and Compliance Directorate and Sustainability Committee

The Sustainability and Compliance Directorate and the Sustainability Committee are responsible for the effective company-wide implementation of the policy. Their responsibilities include:

- Defining sustainability strategies and coordinating policy implementation,
- Monitoring, measuring, and evaluating sustainability performance indicators and identifying improvement opportunities,
- Tracking legal regulations and industry developments to recommend policy updates,
- Auditing implementation processes and regularly reporting to the Board of Directors.

5.4. Suppliers and Business Partners

DCS acknowledges that suppliers and business partners also have responsibilities in achieving sustainability goals. In this context, they are expected to:

- Operate in alignment with the Sustainability Policy and integrate sustainable practices into their business processes,
- Comply with all applicable environmental, social, and governance-related legislation, regulations, and industry standards,
- Develop and document responsible practices in areas such as energy efficiency, waste management, chemical usage, and resource consumption,
- Contribute to building a sustainable supply chain and collaborate on preventing environmental and social risks,
- Provide sustainability-related data, documents, and reports when necessary and participate in relevant cooperation processes.

6 Training and Awareness

DCS commits to implementing regular training programs to ensure that all employees act consciously, sensitively, and responsibly regarding sustainability.

- Training on sustainability, ESG (environmental, social, governance), and ethical business practices will be provided to new hires as part of the onboarding process and periodically updated for current employees.
- Training and awareness activities will be planned to strengthen employee compliance with the Sustainability Policy, internalize sustainable development goals, and create a continuous sustainability culture across the organization.

7 Monitoring and Implementation

- The implementation of the policy is regularly monitored by the Sustainability Committee, and the results are reported to the Board of Directors.
- In case of any conflict between the Sustainability Policy and applicable local or international legislation, the more stringent regulation shall apply.
- Business partners are expected to comply with this Policy. DCS assumes that all collaborating parties act with sustainability awareness and will take necessary steps to ensure alignment, including communication and guidance where needed.

8 Violation of Policy

- DCS recognizes that non-compliance with the Sustainability Policy may lead to negative environmental, social, or governance outcomes and applies a zero-tolerance approach to such cases.
- Policy violations by employees, managers, suppliers, or business partners are evaluated in accordance with internal procedures, and corrective or preventive actions are taken when necessary.
- In the event of non-compliance, the relevant individuals or units are expected to take responsibility for correcting the issue and preventing its recurrence.

9 Reporting and Whistleblower Protection

DCS provides mechanisms for employees, suppliers, and other stakeholders to report sustainability-related concerns confidentially and without fear of retaliation.

Employees must report any non-compliance or suspicious situation under the scope of the Sustainability Policy, even if the involved party is a manager or senior executive.

Reports can be submitted to the Sustainability Committee via email at sustainability@dcscustoms.com.tr or in person if necessary.

DCS grants employees the right to report anonymously and handles such reports with equal seriousness.

All reports are addressed in accordance with the **Whistleblowing, Consultation, and Anti-Retaliation Policy**, ensuring confidentiality and protection of the whistleblower against retaliation.

10 Review and Revision

This policy shall be reviewed at least once a year from the date of enactment to maintain its validity and effectiveness. The review process is coordinated by the Sustainability and Compliance Directorate and the Sustainability Committee.

The policy will be updated as necessary to reflect changes in relevant standards, legal regulations, and DCS business practices.

All other revision and amendment proposals shall be submitted to the Board of Directors together with a justified amendment proposal prepared by the Sustainability and Compliance Directorate based on the Sustainability Committee's evaluation. The proposed changes shall come into force upon Board approval and be documented and published via the corporate document management system.

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