

010.1.31**Diversity & Inclusion Policy****1. OBJECTIVE**

Teklas recognises the contribution each individual brings to our workplace and appreciates the value of attracting and retaining employees from different backgrounds. Teklas is committed to creating a working environment that is fair and flexible; promotes professional growth and benefits from the capabilities of its diverse workforce. Teklas recognises that diversity in our workforce contributes to our global structure and benefits our employees, customers, suppliers and shareholders. Leveraging diversity in our workplace delivers a strong competitive advantage. Our aim is to ensure that our business policies and behaviours promote diversity and inclusion and create an environment where individual differences are valued.

2. SCOPE

This policy applies to all Teklas employees.

3. RESPONSIBILITIES

- The Teklas Board has responsibility for its initial approval and any amendments made to this policy.
- The Global HR has responsibility for the administration of this Policy including its reporting to the Board or Executive Committee as appropriate.

4. POLICY

It is an understanding that each individual is unique, and recognition of our individual differences. These differences can include skills, experience, thought, gender, age, disability, ethnicity, cultural or socio-economic background, religion, sexual orientation, political or ideological beliefs as well as other dimensions such as lifestyle and family responsibilities. At TEKLAS we are committed to:

- a workplace which is free from discrimination, harassment, bullying, victimisation and vilification;
- treating employees fairly and with respect;
- a workplace culture that is inclusive and embraces individual differences;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- flexible work practices and policies to support employees and their changing needs;
- attraction, retention and development of a diverse range of talented people; and
- equitable frameworks and policies, processes and practices that limit potential unconscious bias.

4.1. TEKLAS' approach to Diversity and Inclusion

The strategic priorities which form our Diversity and Inclusion Strategy align to the current and emerging needs of the TEKLAS workforce and encompass gender, age and culture. Our diversity and inclusion strategy includes setting measurable objectives for achieving diversity at different levels throughout TEKLAS. The Global HR will recommend objectives in relation to gender diversity and will seek the Board's approval of these objectives.

P. Date	R. Date	Prepared By	Approved By
17.03.2022		Gülsünay Uysal Kaba Global HR Director	Nebi ANIL CEO

010.1.31**Diversity & Inclusion Policy****4.2. Diversity programs and practices**

To achieve a diverse and inclusive environment, we support the following programs and practices:

4.2.1. Recruitment, Selection & Promotion

We recognise the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience. Our recruitment and selection processes identify candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality. Independent evaluations and behavioural interviewing are used to promote equitable and unbiased selection and promotion decisions.

4.2.2. Career development and performance

Employees are encouraged to develop and progress their careers through opportunities that build capability and all employees are supported to participate in career development conversations. Available opportunities for promotion and transfer are advertised to all employees to enable them to apply for roles and develop their career path.

4.2.3. Talent and succession planning

Talent and succession planning are core practices within the organisation and an annual process identifies high performing and high potential individuals across TEKLAS. Talented individuals are identified based on their performance and potential and divisional reviews ensure that talent and succession decisions are equitable, consistent and aligned to diversity and equal opportunity principles across TEKLAS. The talent and succession process is used to identify candidates for leadership development programs and gender diversity is a key consideration during candidate selection.

4.2.4. Flexibility

Our flexibility perspective provides a fair framework for employees to apply for flexible working arrangements, particularly employees with parenting, family, caring, cultural and religious commitments. To ensure that flexibility is applied fairly, all managers are encouraged to support team members who need flexible working arrangements.

4.2.5. Gender diversity

Gender equality at all levels of the organisation is a key component of our Diversity and Inclusion Strategy.

4.2.6. Employee consultation

Employees are consulted annually through surveys, focus groups and forums to gain insight into potential barriers to diversity and issues and opportunities for further action.

5. DEFINITIONS

Diversity is acknowledging understanding, accepting, valuing and celebrating differences among people. Diversity occurs in areas such as gender, race, religion, sexual preferences, age impairment or disability, family responsibilities, marital status and status as a parent. Diversity also exists between individuals in the roles they perform, where they are from and their socio-economic status.

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REV. NO	DATE	DESCRIPTION
-	17.03.2022	New publishment

CONTROLLED COPY

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17.03.2022

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