

Diversity, Equity, Inclusion and Belonging (DEI&B) Policy

1. Introduction

1.1 Our commitment

Netceed is committed to fostering, cultivating, and preserving a respectful culture of diversity, equity, inclusion, and belonging. As a global company, we make it a priority across all our locations to acknowledge and appreciate diverse attributes and create a positive environment where employees feel connected to each other.

By uniting individuals from varied backgrounds and allowing each one to offer their unique and mutual abilities, we shape our culture. This approach not only benefits Netceed, its employees, and its stakeholders, but also underlines our commitment to creating value through diversity, equity, inclusion and belonging.

1.2 Scope of the policy

The scope of this DEI&B Policy applies to all Netceed employees, legal entities, clients, vendors, suppliers, and business units throughout our global footprint. This Policy also applies to those who are responsible, directly or indirectly, to Netceed through a consultancy or service agreement as well as out stakeholders.

2. Our approach to DEI&B

Netceed is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. We acknowledge the rich cultural, linguistic, religious, and social diversity across the world and strive to create an inclusive workplace that celebrates these differences while promoting equity and belonging for all. We define DEI&B as below:

- **Diversity:** The presence of differences within our workforce including but not limited to race, ethnicity, nationality, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability, religious beliefs, political beliefs, and other ideologies.
- **Equity:** The fair treatment, access, opportunity, and advancement for all people, while identifying and eliminating barriers that have prevented the full participation of underrepresented groups.
- **Inclusion:** A culture that connects each employee to the organisation; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organisation so that all individuals can participate and contribute to their full potential.
- **Belonging:** Creating an environment where all employees feel welcomed, respected, supported, and valued as integral members of the organisation.

Netceed's DEI&B initiatives are applicable, but are not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, welcoming the representation of all groups and employee perspectives.
- Contributions to the communities we serve to promote a greater understanding and respect for diversity in all its forms.

All Netceed employees have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion in all business dealings including but not limited to off-site work-related activities or functions. We expect our workforce to embody the values of mutual fairness, ethics, and respect in all aspects of our professional and personal connections. We will always aim to make an accommodation to the known physical or mental limitations of qualified employees with disabilities to promote inclusion and belonging and will strive to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on our operations.

All Netceed entities are Equal Opportunity Employers and do not discriminate on the basis of actual or perceived race, creed, colour, religion, alienage or national origin, ancestry, citizenship status, age, physical or mental disability, sex, marital status, sexual orientation, medical condition, genetic information, gender expression or identity. Netceed also will not discriminate based on requests including those for family care leave, Pregnancy Disability leave, leave for an employee's own serious health condition.

Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities, and general treatment during employment.

3. Governance

3.1 Compliance

Netceed recognises the importance of DEI&B and follows all legislation, regulations, and codes of practice in relation to the topics. This policy is an integral part of the Netceed Code of Conduct as well as all initiatives related to Human Resources.

3.2 Reporting and resolutions procedures

We monitor and report on diversity metrics across our board, senior management, and employees. We aim to improve gender representation in senior management positions.

We do not allow any form of retaliation against individuals who raise issues of equal employment opportunity. Violation of this policy will lead to discipline, up to and including discharge.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy should seek assistance with Human Resources.

4. Responsibilities

This policy is owned by the CEO, Human Resources, Sustainability and Compliance Teams and is approved by the Board of Directors.

It is the responsibility of each Leader to address this policy across the Group.

Alper Turken
Netceed CEO

About the policy

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