

Gender Equality, Diversity, and Inclusion (GEDI) Statement and Policy

At o.d.s.turkey, we are deeply committed to fostering an environment where diversity is celebrated, equality is ensured, and inclusion is the foundation of our workplace culture. We believe that by embracing gender equality, diversity, and inclusion, we strengthen not only our organization but also contribute positively to a more equitable and inclusive society.

The objective of this policy is to:

- Ensure that every individual, regardless of gender, identity, ethnicity, religion, age, ability, or orientation, has equal opportunities for personal and professional growth.
- Eliminate discrimination, harassment, and unconscious bias in our workplace.
- Cultivate a culture of respect, inclusion, and collaboration.

Principles

1. Equal Opportunities

o.d.s.turkey is committed to providing equal opportunities in recruitment, career development, training, and promotions to all employees. Decisions will be based solely on skills, experience, and merit.

2. Pay Equity

Regular pay equity reviews will be conducted to ensure that all employees are fairly compensated for their contributions, regardless of gender or other identifiers.

3. Flexible Work Arrangements

We are dedicated to supporting employees' work-life balance through flexible work arrangements, ensuring that all team members can excel professionally while managing personal responsibilities.

4. Inclusive Language and Communication

We will actively use inclusive language in all internal and external communications to eliminate bias and reinforce respect for all individuals.

5. Representation and Leadership

o.d.s.turkey will work to ensure diverse representation at all levels of leadership, empowering underrepresented groups to contribute to strategic decision-making.

Preventing Harassment and Discrimination

1. Zero Tolerance Policy

We maintain a zero-tolerance approach toward any form of harassment, discrimination, or bias based on gender or any other characteristic.

2. Reporting and Resolution

Employees are encouraged to report incidents of harassment or discrimination directly to Management through designated channels or anonymously. Our “See it! Feel it! Share it!” campaign emphasizes awareness and open communication.

3. Confidentiality and Action

All complaints will be handled with utmost confidentiality, and appropriate actions will be taken to address and resolve issues swiftly and fairly.

Employee Training

1. Awareness and Education

o.d.s.turkey will provide ongoing training programs for employees and management on the importance of gender equality, diversity, and inclusion.

2. Addressing Bias

These programs will include strategies to identify and counter unconscious bias, fostering a culture of respect and collaboration.

Monitoring and Evaluation

1. Effectiveness Reviews

Regular surveys, feedback sessions, and evaluations will be conducted to monitor the effectiveness of this policy.

2. Continuous Improvement

Based on findings, we will make adjustments to ensure we continue to promote a workplace that upholds the highest standards of equality and inclusion.

Roles and Responsibilities

1. Management

Management will oversee the implementation, communication, and enforcement of this policy.

2. Managers and Team Leaders

Managers and team leaders are responsible for embodying these values, promoting equality, and addressing any behaviors that do not align with our principles.

3. All Employees

Every team member has a role in creating an inclusive environment and is encouraged to contribute positively to the culture of equality.

Review and Revision

This policy will be reviewed annually and updated as needed to reflect evolving best practices and organizational priorities.