

## TEID Diversity and Inclusion Working Group

### TEID "Manifesto for Diversity and Inclusion in Business World"

#### As the Stakeholders of the Ethics and Reputation Society,

We aim to create structures that have adopted an ethical company and work culture based on human rights, equality, fairness, environmental sensitivity, diversity and inclusion, and sustainable development.



We consider being fair, ethical, and transparent as our primary values in all our business processes and relationships.



We are dedicated to fostering an inclusive and supportive working environment where all employees, regardless of their gender, race, ethnicity, religion, language, disability, or sexual orientation, are respected and valued for their individuality and unique contributions.



We are committed to creating a space that fosters equal opportunities, not only for our employees but for all individuals who may face disadvantages in our society. We provide equal opportunities for equal representation of women in all business areas and management levels regardless of sector.



We are dedicated to offering equal rights in recruitment, professional development, and career opportunities, providing equal access to resources, and supporting fair employment.



We do not tolerate any form of discrimination or harassment and we fight against mobbing.



We are dedicated to infusing diversity and inclusion throughout all our internal and external communications. Our commitment extends to using language that aligns with human rights principles within our work environments, ensuring that discriminatory expressions are never employed.



We are dedicated to implementing practices that cascade these principles to all our stakeholders, including employees, customers, business partners, and third parties. Furthermore, we extend these efforts to our spheres of influence within our ecosystem, actively engaging in activities to raise awareness and promote the use of inclusive language.



We affirm our dedicated support for the United Nations Global Compact, the Sustainable Development Goals and the United Nations Guiding Principles on Business and Human Rights, the United Nations Guiding Principles on Diversity and Inclusion in Business and reflect our willingness to comply with these principles in our administrative structure and company policies.

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