

DIVERSITY, EQUITY, AND INCLUSION POLICY

As DYO BOYA FABRIKALARI A.Ş., which conducts production and sales activities in the Industrial, Automotive, Furniture, Marine, Construction Paints, Powder Coating, and Insulation sectors:

- We are committed to raising awareness among our employees to transform prejudices related to gender roles, race, and religion,
- Providing employment opportunities to individuals within the legally specified age range, ensuring that no child or young workers are employed,
- Making decisions in recruitment, appointments, and promotion processes based on competence, experience, knowledge, talent, and the requirements of the job,
- Using inclusive language in our communication and avoiding discriminatory and sexist language,
- Ensuring a respectful and safe work environment for our employees with zero tolerance towards any form of violence or discrimination,
- Guaranteeing the rights arising from diversity.