

SmartUniversal

Diversity, Equity and Inclusion Statement

1. Purpose

We are committed to promoting diversity, equal opportunity, fairness and inclusion in our workplace and in the activities carried out within our research and innovation projects.

We respect the dignity and rights of all individuals and aim to provide a working environment in which people are treated fairly, respectfully and without discrimination.

2. Equal Opportunity and Non-Discrimination

We provide equal opportunities to employees, project partners and other participants regardless of gender, age, nationality, ethnicity, disability, religion, cultural background or other personal characteristics.

Project-related decisions, including recruitment, task allocation, participation and professional development, are based on relevant skills, experience, qualifications and project requirements.

3. Inclusive Working Environment

We encourage an open and respectful working environment in which different perspectives and backgrounds can contribute to project activities and decision-making.

We do not tolerate discrimination, harassment, bullying or other behaviour that creates an unsafe or hostile working environment.

4. Diversity in AI and Technology Development

Where relevant to our activities, we consider diversity and potential bias when developing, integrating and evaluating AI-based technologies.

Particular attention is given to ensuring that AI systems are evaluated under representative conditions and that potential differences in performance across relevant groups or operating conditions are identified and addressed where appropriate.

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5. Responsibility

All employees and project participants are expected to contribute to a respectful and inclusive working environment and to comply with applicable company policies and procedures.

Concerns regarding discrimination, harassment or other violations of these principles can be raised through the company's established internal reporting and management channels.

6. Commitment

As an SME, SmartUniversal is not subject to the Horizon Europe GEP eligibility requirement. Nevertheless, it promotes equal opportunities and an inclusive working environment through its Diversity, Equity and Inclusion Statement. Gender and diversity considerations are also taken into account where relevant to the development and evaluation of the AI based solutions.

SMART
KONTROL SİSTEMLERİ YAZILIM A.Ş.
Sicil No: 256704-5
Göztepe V.D. 772 132 8084
Smart Universal İstanbul, TÜRKİYE
www.smartuniversal.com

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