

## NON-DISCRIMINATION POLICY STATEMENT

1<sup>st</sup> of June 2025

GCMS LLC strives to provide Halal Certification services based on principles of **equality, fairness and non-discrimination** for all its **employees, Clients and Applicants**.

GCMS LLC **does not** unlawfully **discriminate** internally (in its administrative and program operations) or externally (in provision of services) on the basis of race, political orientation, religion, gender, age, national origin, ethnicity, ancestry, marital status, disability, socioeconomic background, activities, operations, or for any other discriminatory reasons.

**All companies** meeting the Halal certification conditions are **eligible to apply for Halal Certification**. GCMS LLC **does not discriminate against Clients** in any way other than outlined in OIC/SMIIC 2:2019 standard to ensure high quality results in certification. The success of GCMS LLC depends on the **fair and equitable treatment** of all **Clients**. Access to certification is not conditional upon the size of the Client or membership in any association or group, nor is the certification conditional upon the number of certificates already issued. There are no undue financial or other conditions.

All individuals meeting the required competence and qualification conditions are eligible to apply for the position within the GCMS LLC. The success of GCMS LLC depends on the **fair and equitable treatment** of all **personnel**.

GCMS LLC  
General Manager



Elif Kübra Övüt

‘GCMS’ LLC

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