

HUMAN RESOURCES POLICY

We believe that our greatest strength is our human resources in order to achieve our strategic goals and to manage growth under ever-changing competitive conditions.

We believe that the workplace peace and trust environment created with respect, understanding, equal and fair approach affects the satisfaction, loyalty and success of our employees, and we make a superior effort to avoid discrimination in any aspect of the business relationship.

In the selection of human resources needed by our group without discriminating religion, language, race, gender, physical disability, ethnic origin, etc;

✓ Have competences that meet the requirements of the position,

Aiming continuous self-improvement,

Will adopt and keep alive the values of our group,

✓ Cares about ethical values,

✓ We carry out recruitment processes among candidates over the age of 18 by observing the principle of equal opportunity.

We manage the performance evaluation process with fair, transparent, concrete and measurable criteria in order to reveal the development opportunities of our employees and to provide resources for their career plans.

We attach importance to training and development activities that increase technical and behavioural competencies and allocate resources to prepare employees for their future roles.

In line with the globalisation vision of our continuously growing and developing company, we prioritise our internal resources and perform effective career management.

We manage the remuneration system with the principle of equal pay for equal work in line with the performance of our employees, economic data and sectoral trends.

We apply the recognition and appreciation system in order to share and reward the achievements of our employees in all kinds of activities that create added value.

We respect the cultural differences of our human resources and all our stakeholders in all countries where we operate.

Chairman of the Board

Ahmet Aaođlu