



Human Resources Policy

In line with our company's vision, mission and strategies, our aim is to contribute to growth and profitability by increasing employee efficiency through accurate recruitment and placement processes, and by creating a qualified, motivated and highly committed workforce. In line with our company strategies, we develop Human Resources strategies and coordinate the implementation of Human Resources systems across all operations. Our main strategy, in accordance with our Human Resources policy, is to contribute to the sector and our country with a workforce that is focused on company goals, works collaboratively with knowledge, continuously develops and improves, is happy, eager to learn and well-trained. Within the framework of our company's vision, mission, competencies and ethical values, we adopt a participatory and value-creating Human Resources Management approach with principles of change and transformation.

In line with our Corporate Equality Policy for employees:

- Combating discrimination by supporting gender equality
- Fair and transparent wage policy
- Equal opportunity, objective development, performance evaluation and promotion processes
- A productive, healthy, peaceful working environment free from psychological violence and focused on maintaining work-life balance
- Managers who adopt guidance, mentoring, coaching and leadership principles in the path of continuous development
- Employment diversity including disabled and disadvantaged groups
- An inclusive, supportive and respectful communication language

With a management approach that protects all legal rights, carries out all processes in full compliance with the law, adopts the Universal Declaration of Human Rights, and creates a workplace where individuals can realize their potential and live with humane standards, we aim to create happy and safe individuals. Within the framework of equality and inclusiveness principles, we stand firmly against all discriminatory elements based on gender, age, marital status, religion, language, ethnic origin, pregnancy status or possibility in all practices such as recruitment, training, promotion, performance management, career management and compensation, as well as any behavior that may harm human dignity such as corporal punishment, physical/psychological pressure, insult and ill-treatment in disciplinary practices.