



## HUMAN RESOURCES POLICY

We consider ourselves a family! Maintaining and nurturing a strong sense and culture of family is at the heart of our human resources policy.

### **Our Principles:**

- We aim for all our employees to take pride in working with us as part of the family.
- We believe our employees are our most valuable asset, and we strive to build strong, lasting relationships based on trust.
- We believe in equality and treat everyone with respect, regardless of gender, race, nationality, religion, or political views.
- We operate in full compliance with the laws of the Republic of Türkiye and international agreements.
- We never force anyone to work against their will. We are committed to providing a safe and respectful workplace where exploitation and harassment are never tolerated. Ensuring our employees work in a peaceful and happy environment is our top priority.
- We do not allow anyone who qualifies as a child laborer under national laws to work with us.
- We prioritize the health and safety of our employees. We provide a safe work environment and promote a culture where employees are mindful of their own safety.
- We support social, cultural, and sports activities that foster solidarity and strengthen the social bonds among our employees.
- We offer fair salaries and benefits, considering the overall industry climate, to ensure our employees are financially secure and free from worries. We also create support systems to assist employees during economic hardships.
- We offer orientation training and mentorship to help every new team member settle in smoothly. We actively track their progress.
- When selecting new employees or appointing personnel, we focus on essential qualities of being a good person and employee like loyalty, honesty, teamwork, sensitivity, and work ethic.
- For higher-level positions, we make every effort to promote from within the company. In cases where the appointment must be made externally, the candidate's alignment with the defined job qualifications and our company culture is an indispensable condition.
- Our employees avoid conflicts of interest between personal and company matters. They do not engage in direct business relationships with family members or close relatives, nor do they seek personal gain from public officials, political organizations, or business partners.
- We foster a culture of continuous communication, providing mechanisms for employees to share feedback, suggestions, and concerns, and strengthen internal communication.
- We take all necessary security measures to protect both our employees' personal data and our company's confidential business information.
- We expect employees to dress in clean, professional, and modern attire. In meetings with clients and stakeholders, employees are expected to dress and behave in a manner that reflects the responsibility of representing our company.

BOARD OF DIRECTORS