
GLOBAL HUMAN RESOURCES POLICY



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INTRODUCTION

We know the importance of a consistent, effective and transparent communication model to achieve global success in line with our organizational goals. Therefore, we have established a comprehensive Global Human Resources Policy to communicate with all our stakeholders in an open, transparent and reliable manner. We have created this Global Human Resources Policy in line with our company's vision, mission, strategy and ethical values, and we conduct all our processes in the light of this policy.

1. PURPOSE

The purpose of this Policy is to define the approach, standards and basic principles to establish agile and learning global organizational structures, to acquire, develop and retain talent in line with our Company's strategies.

2. SCOPE

This policy covers employees in all countries where our Company operates.

3. MAIN PRINCIPLES

- Our Company formulates its Human Resources Policy in line with its vision, mission, strategy and ethical values.
- Our main objective with the Global Human Resources Policy, which is based on the “value and respect for people” approach, is to establish agile and learning global organizational structures, to acquire, develop and retain talents, based on the total welfare of our employees in line with our Company's strategies
- Strengthening employee satisfaction and employee loyalty are constant elements of our company's Global Human Resources Policy. Accordingly, as a company, we develop and implement the necessary policies to strengthen employee loyalty.
- Our Company aims to provide equal opportunities for our employees in all human resources-related processes and practices.

- Our Company acts in an equal manner and do not tolerate discrimination based on gender, language, religion, race, ethnicity, sexual orientation, nationality, age, marital status, trade union membership, political opinion and similar issues
- Our Company adopts universally accepted human rights principles and stand against child labor and forced labor.
- Our Company is committed to the following principles and values in Human Resources Management:
 - Respect and trust
 - Togetherness
 - Courage
 - Agility
 - Competitiveness
 - Entrepreneurship
 - Sustainable success
- In addition to the above-mentioned basic principles and values, we prioritize the following principles and values in the implementation of our Global Human Resources Policy:
 - Being fair and ethical
 - Being transparent
 - Being employee-oriented
 - Diversity, equity, and inclusion

4. SCOPE

- Our Company is committed to:
 - Create a work environment based on trust, where our employees feel respected, supported, and valued,
 - Manage the processes of our employees transparently depending on their qualifications, experience and performance while conducting our approach towards our employees with the principle of the right person for the right job,
 - Respect diversity as an important element of organizational structure,
 - Ensure that generation differences are managed in the best way and making this its strongest aspect,
 - Create structures that will keep the health, safety, and well-fare of our employees at the highest level,

- Give importance to the opinions of our employees and to implement their feedbacks,
- Create performance-oriented structures that enhance organizational efficiency and agility,
- Reward high performance in the organization and implement career plans that will pave the way for potential,
- Build working models suitable for the future of work,
- Raise the leaders of the future by continuously supporting the development of our employees

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Our Corporate Governance Policies are one of the cornerstones of our strategy and an integral part of our business culture.

