

Human Resources Policy

1. Purpose

The purpose of this policy is to establish a fair, transparent, and sustainable human resources management approach that supports the development of employees' potential in line with the strategic objectives of the company. Our company aims to enhance the knowledge, competencies, and experience of its employees while fostering a work environment that promotes high performance, employee engagement, and organizational commitment.

2. Scope

This policy applies to:

- All employees of the company,
- Managers, and
- All departments and individuals involved in human resources processes.

Human resources practices shall be carried out in accordance with applicable laws and regulations, as well as the company's values.

3. Fundamental Principles

The company adopts the principle of equal opportunity in recruitment, career development, training, performance evaluation, and compensation processes and ensures fair treatment of all employees.

Competence and Merit

Recruitment and career development decisions are based on the competencies, experience, qualifications, and potential of candidates and employees.

Development and Continuous Learning

Training and development programs that support the professional and personal growth of employees are established, and a culture of continuous learning is encouraged throughout the organization.

Performance Management and Feedback

A performance management system aligned with the company's strategic objectives is implemented. Employee performance is regularly evaluated, and constructive feedback processes are conducted to support continuous improvement and development.

Employee Engagement and Participation

The company promotes a participative work environment where employees' opinions and suggestions are valued and open communication is encouraged.

Safe, Respectful, and Inclusive Workplace

Our company is committed to providing a safe, respectful, and inclusive working environment for all employees.

4. Responsibilities

- Senior Management supports the implementation of the Human Resources Policy and ensures that the necessary resources are available.
 - Managers are responsible for ensuring the fair and effective implementation of human resources practices within their teams.
 - The Human Resources Department develops, implements, and monitors HR processes in line with this policy.
 - All employees are expected to act in accordance with the company's values and human resources practices.
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5. Effective Date

This policy shall become effective upon approval by the Board of Directors and shall be binding on all employees of the company. The policy shall be reviewed periodically and updated whenever deemed necessary.